ANNUAL REPORT

FISCAL YEAR 2025

JULY 1, 2024 - JUNE 30, 2025

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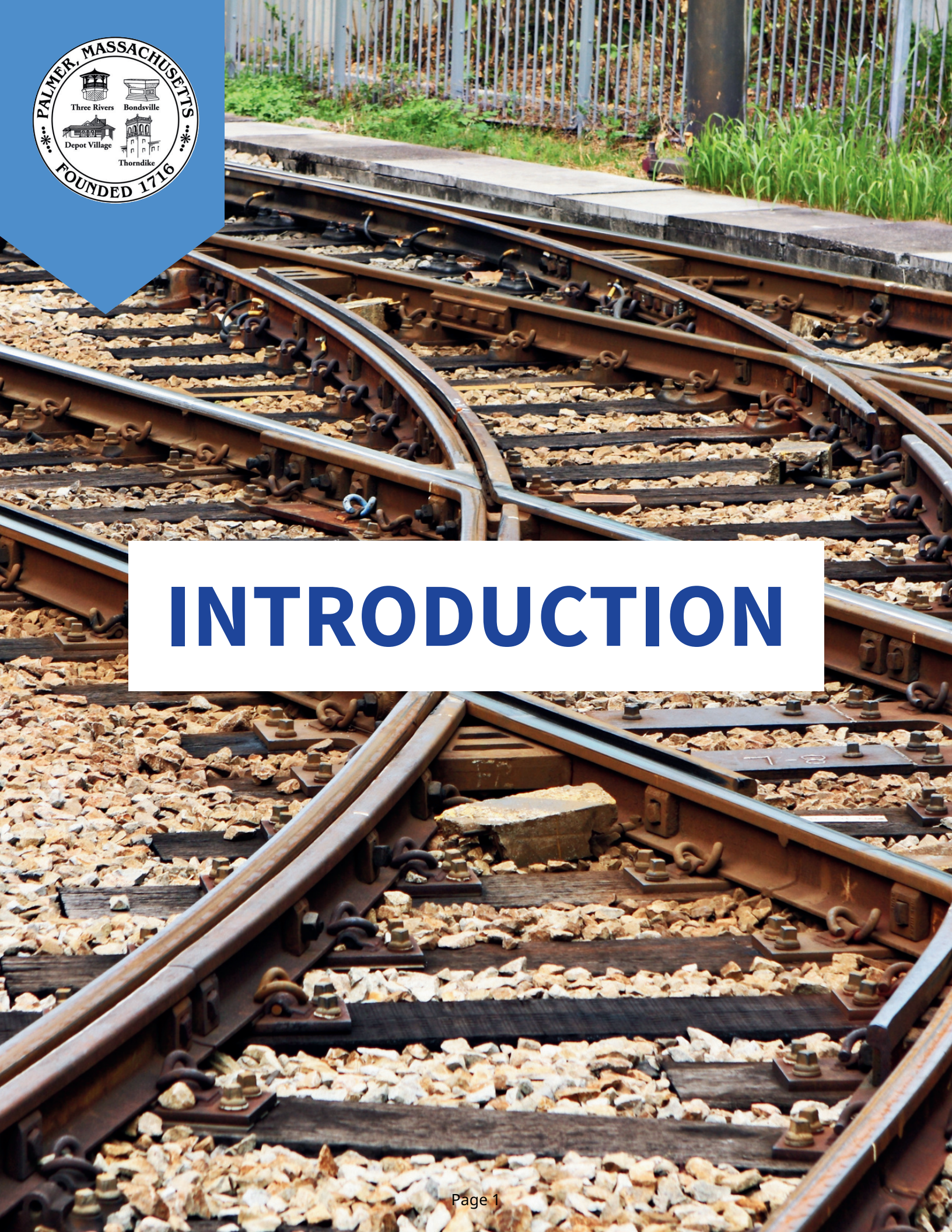
Photography Contest Submission by Dana C. titled,
"Depot St. Palmer, With Snow"

Photography Contest Winner by Chris D. titled, "Hryniewicz Park"



INTRODUCTION

A LETTER FROM THE MANAGER

Dear Residents of Palmer,

We are proud to submit to you the Town of Palmer Annual Report for Fiscal Year 2025 (July 1, 2024- June 30, 2025). This Annual Report serves as a comprehensive overview of Palmer's government during the fiscal year and offers a moment of reflection to highlight the hard work and successes accomplished by our Town Departments, Boards, and Committees. We hope you find this new approach to our Annual Report informative and enjoy its new design.

Fiscal Year 2025 was my first full year as Town Manager here in Palmer, and I look forward to expanding upon the improvements and progress we have made. Throughout the year, we reviewed policies, procedures, and implemented best practices within departments. We also created Financial Policies that will continue to play a vital role in budget development as we move forward, ensuring we are operating within our financial means.

We established a new Recreation Committee to strategize and implement goals to enhance recreational opportunities for all residents in the community. The Master Plan Committee also meets monthly with various departments to ensure efforts are being made to advance the Town's Master Plan finalized back in 2021.

Looking ahead, we anticipate a few Commercial Developments in 2026, and we will strategize investment opportunities for infrastructure upgrades to attract future development, especially within the Massachusetts Turnpike area. In addition, we intend to enhance our communications with the public by updating our website to reflect updated and accurate information in an organized, visual final product. We also aim to increase messaging to inform and educate the public, highlight our services, encourage participation in community activities and events, and more. We hope this communication effort will help foster a sense of community.

Thank you to the residents, volunteers, elected/appointed officials and town staff for their support and efforts that make Palmer the great community it is. I hope you enjoy the Annual Town Report.

Sincerely,

Brad Brothers
Town Manager

Visit the Town Manager's webpage at TownofPalmer.com

SCAN ME

FACTS ABOUT PALMER

Known as “The Town of Seven Railroads”

First settled in 1716
Founded in 1746
Incorporated in 1775

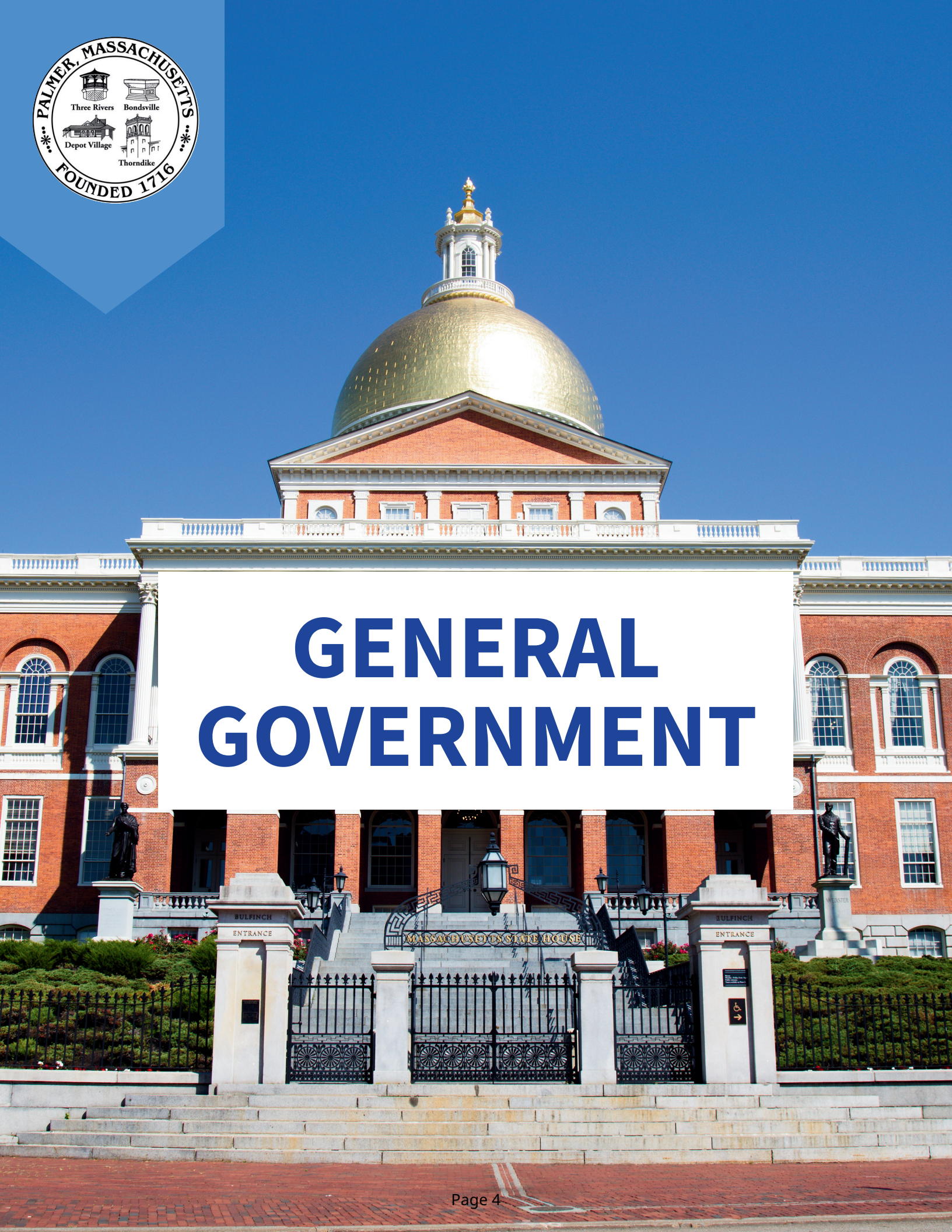
First named, “New Marlborough”, after Marlborough- 01752
Later, “Kingsfield” after founder John King
Then, “Palmer” after Chief Justice Palmer

Palmer is comprised of 4 Districts- Depot Village, Thorndike, Three Rivers, & Bondsville

Sawing/Lumber, Grinding Grain, Textiles were featured mills in the districts.

Long history of supporting industry along the Ware, Swift, Quabog, and Chicopee Rivers.

The Old Center Cemetery represents the core of the town’s first village.



GENERAL GOVERNMENT

REPRESENTATIVES- FEDERAL, STATE, & COUNTY

FEDERAL

UNITED STATES SENATORS
Elizabeth A. Warren (D), Boston
Edward J. Markey (D), Boston

SENATOR IN GENERAL COURT
Jacob R. Oliveira (D), Hampden, Hampshire, and Worcester

REPRESENTATIVE IN GENERAL COURT
Todd M. Smola (R), 1st Hampden

REPRESENTATIVE IN U.S CONGRESS
Richard E. Neal (D), 1st Congressional District

REPRESENTATIVE IN U.S CONGRESS
James P. McGovern (D), 2nd Congressional District

STATE

GOVERNOR
Maura Healey (D)

LIEUTENANT GOVERNOR
Kim Driscoll (D)

ATTORNEY GENERAL
Andrea Campbell

SECRETARY
William Francis Galvin

TREASURER
Deborah B. Goldberg

AUDITOR
Diana DiZoglio

HAMPDEN COUNTY

DISTRICT ATTORNEY
Anthony D. Gulluni

COUNCILOR
Tara J. Jacobs

LOCAL GOVERNMENT ORGANIZATION-

TOWN OF PALMER

COUNCIL-MANAGER GOVERNMENT STRUCTURE

GOVERNING DOCUMENT:

- **Palmer Town Charter,** available at the Town Clerk Office, Public Library, and electronically- ecode360.com/33422328

TOWN COUNCIL

- **Role:** Legislative body responsible for setting town policy & goals
- **Members:** 7 - 3 elected as AT-LARGE and 4 elected from specific districts each serves 3 year terms with staggered elections

TOWN MANAGER

- **Role:** Executive body responsible for administrating all town fiscal, business, and municipal affairs.

OTHER GOVERNMENTAL BODIES

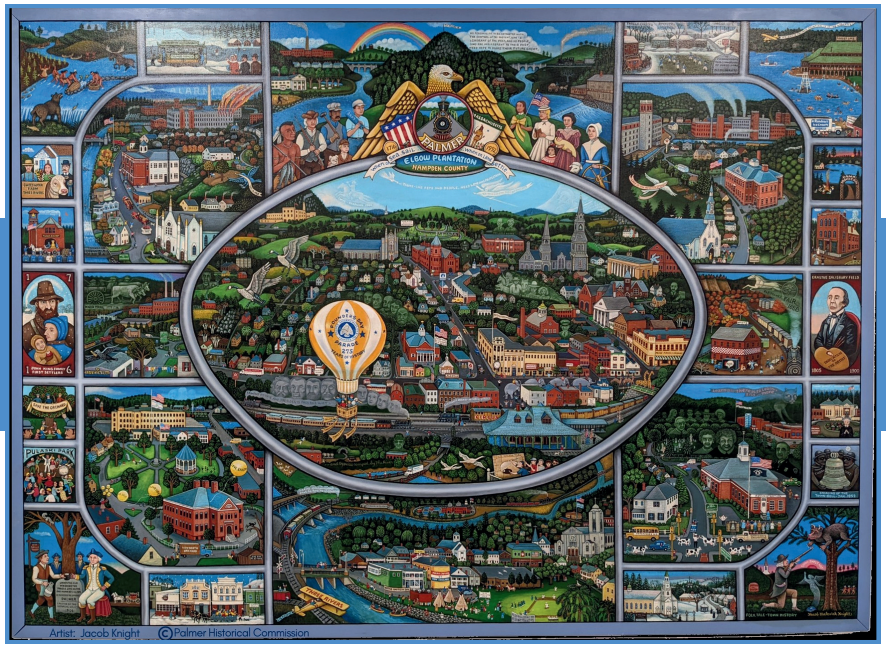
- **Boards & Committees** (ie. Prudential Committee, Planning Board, School Council)

ANNUAL TOWN ELECTION

- **Purpose:** Vote to appoint elected leaders and on occasion specific questions pertaining to the Town of Palmer that is not in the purview of an elected leader.
- **When:** Second Tuesday in June

Jacob Knight's "Palmer Folk Painting"

Fun Fact: Each frame has a corresponding story!



LOCAL GOVERNMENT- DISTRICT INFORMATION

DISTRICT 1: PALMER

10 WALNUT STREET | PALMER, MA 01609

WATER DISTRICT: PHONE: 413-283-8411

FIRE DEPARTMENT: 12 WALNUT STREET
PHONE: 413-283-3861

DISTRICT 2: THREE RIVERS

2031 MAIN STREET | THREE RIVERS, MA 01080

WATER DISTRICT: PHONE: 413-283-9284

FIRE DEPARTMENT: 50 SPRINGFIELD STREET
PHONE: 413-283-7161

DISTRICT 3: BONDSVILLE

3174 MAIN STREET | BONDSVILLE, MA 01009

WATER DISTRICT: PHONE: 413-284-1627

FIRE DEPARTMENT: PHONE: 413-283-9036

DISTRICT 4: THORNDIKE

4064 CHURCH STREET | THORNDIKE, MA 01079

WATER DISTRICT: PHONE: 413-289-1300

FIRE DEPARTMENT: 12 WALNUT STREET
PHONE: 413-283-3861

LOCAL GOVERNMENT ORGANIZATION- BOARDS, COMMITTEES, & COMMISSSIONS

ELECTED		
TOWN COUNCIL	SCHOOL COMMITTEE	PLANNING BOARD
APPOINTED		
BOARD OF APPEALS	BOARD OF ASSESSORS	BOARD OF HEALTH
BOARD OF REGISTRARS	CAPITAL IMPROVEMENT COMMITTEE	CONSERVATION COMMITTEE
COUNCIL ON AGING	HISTORICAL COMMISSION	INSURANCE ADVISORY COMMITTEE
LICENSE COMMISSION	LIBRARY BOARD OF DIRECTORS	ORDINANCE COMMITTEE
PALMER CULTURAL COUNCIL	PALMER HOUSING AUTHORITY	PALMER REDEVELOP AUTHORITY
PALMER FOR TOMORROW	RECREATION COMMITTEE	

Sign up to receive email notifications when news, agendas, minutes, and other information are posted on the Town's Website.

SCAN ME

2024 RECORD BOOK- TOWN OFFICIALS AND COMMITTEES

ELECTED OFFICIALS

TOWN COUNCIL

COUNCILOR AT LARGE

JESSICA FERRY	TERM EXPIRES: 2028
CHRISTOPHER PELLETIER	TERM EXPIRES: 2026
MARK CACI	TERM EXPIRES: 2027

DISTRICT COUNCILORS

PHILIP HEBERT - PRECINCT 1	TERM EXPIRES: 2026
BARBARA BARRY- PRECINCT 2	TERM EXPIRES: 2027
KARL WILLIAMS - PRECINCT 3	TERM EXPIRES: 2027
MATTHEW LEMIEUX - PRECINCT 4	TERM EXPIRES: 2028

PLANNING BOARD

HEIDI MANNARINO, TOWN PLANNER

NORMAN CZECH- CHAIR	TERM EXPIRES: 2027
SHELBY LAMOTHE	TERM EXPIRES: 2026
SCOTT C. DAY	TERM EXPIRES: 2026
MICHAEL DEE	TERM EXPIRES: 2028
ROBERT LUCIER	TERM EXPIRES: 2028

SCHOOL COMMITTEE

BONNY RATHBONE- CHAIR	TERM EXPIRES: 2026
SANDRA NOONAN- VICE CHAIR	TERM EXPIRES: 2028
ANTHONY BRADEN	TERM EXPIRES: 2027
MATTHEW LOVELL	TERM EXPIRES: 2026

ELECTED OFFICIALS

SCHOOL COMMITTEE CONTINUED

JOSEPH NOMPLEGGI	TERM EXPIRES 2028

LIBRARY BOARD OF DIRECTORS

FAY HALSALL	PRESIDENT
DAVID NICHOLS	VICE PRESIDENT
SANDY NOONAN	VICE PRESIDENT
JANICE MARCINIEC	TREASURER
SHANNON KENNEDY	SECRETARY
BRAD BROTHERS	EX OFFICIO

ISABELLA CHEN
JENNA GHREAR
JOHN HOUGAARD
CYNTHIA MELCHER
SARA MENARD
PAMELA PARENT
CONNIE SHEA
EILEEN SMITH

EMERITUS

BARBARA BENEDETTI
STEVE BOBOWICZ
JOHN DINUOVO
JAYNE HEEDE
MICHAEL MORAN
ALPHONSE MURRAY JR.
ELEANOR SZLACHETKA

2024 RECORD BOOK- TOWN OFFICIALS AND COMMITTEES

APPOINTED OFFICIALS

BOARD OF APPEALS

NORMAN CZECH	TERM EXPIRES: 2026
DAVID PASQUINI	TERM EXPIRES: 2026
DENNIS FOUNTAIN	TERM EXPIRES: 2027
INGRID THOMPSON	TERM EXPIRES: 2027
MICHELLE M. RAME	TERM EXPIRES: 2028

BOARD OF ASSESSORS

RACHAEL CARNEY- PRINCIPAL ASSESSOR

BRENDA BINCZEWSKI	TERM EXPIRES: 2026
MICHAEL BURNS	TERM EXPIRES: 2026
LAWRENCE JASAK	TERM EXPIRES: 2027

BOARD OF HEALTH

TESSA OBUCHOWSKI- REGIONAL HEALTH INSPECTOR

NICOLE GAUTHIER- HEALTH DIRECTOR/ MTRAC SUPERVISOR

DANIEL BELANGER	TERM EXPIRES: 2026
PAUL BENARD	TERM EXPIRES: 2027
CAROL SIKORSKI	TERM EXPIRES: 2028

BOARD OF REGISTRARS

SUSAN COACHE- TOWN CLERK	EX OFFICIO
RICHARD FICKETT	TERM EXPIRES: 2027
VALERIE WLODYKA	TERM EXPIRES: 2027
JOAN MAJKA	TERM EXPIRES: 2028

APPOINTED OFFICIALS

BUILDING AND ZONING

WILLIAM FENNER- BUILDING COMMISSIONER & ZONING ENFORCEMENT OFFICER

MICHAEL SPERA- LOCAL INSPECTOR

CONSERVATION COMMISSION

JESSICA LADIN, CONSERVATION AGENT

COURTNEY GUIDRY	*RESIGNED 7/15/2025*
PETER IZYK	TERM EXPIRES: 2026
NICHOLAS ZEO	TERM EXPIRES: 2026
DONALD BLAIS JR.	TERM EXPIRES: 2027
TRAVIS CANARY	TERM EXPIRES: 2027
SANDRA MCCONATHY	TERM EXPIRES: 2027
ELIZABETH O'CONNOR	TERM EXPIRES: 2027
DAVID COTTER	TERM EXPIRES: 2028

COUNCIL ON AGING

MARY ANN FIFE	TERM EXPIRES: 2026
VICTORIA LYNN RANDOLPH	TERM EXPIRES: 2026
LISA CONTRINO	TERM EXPIRES: 2027
SANDRA GILMAN	TERM EXPIRES: 2027
CATHERINE PLOUFFE	TERM EXPIRES: 2027
BRIDGET DONATO	TERM EXPIRES: 2028
MARTHA MUNDEL	TERM EXPIRES: 2028

2024 RECORD BOOK- TOWN OFFICIALS AND COMMITTEES

APPOINTED OFFICIALS

HISTORICAL COMMISSION

BARBARA O'DONNELL	*RESIGNED 6/3/2024*
FRANCES NOWAK	EMERITUS
STEPHEN NOWAK	EMERITUS
ROBIN LAMOTHE	*RESIGNED 6/4/2025*
MICHAEL KORZEC (FILLED VACANCY)	TERM EXPIRES: 2026
PATIENCE HARTLEY	TERM EXPIRES: 2028
PATRICIA BRADLEY	TERM EXPIRES: 2028
FRANCIS TRZEPACZ	TERM EXPIRES: 2028

INSURANCE ADVISORY COMMITTEE

KEVIN JUSKO	TERM EXPIRES: 2028
CHRISTINE OCHS	TERM EXPIRES: 2028
TODD MATERA	TERM EXPIRES: 2028
SHELLY LOCKWOOD	TERM EXPIRES: 2028
LYNN LODSDON	TERM EXPIRES: 2028
NICK R. LAMB	TERM EXPIRES: 2028
IAN KNIGHT	TERM EXPIRES: 2028
MELANIE LEIBOLD	TERM EXPIRES: 2028

LICENSE COMMISSION

BRAD BROTHERS	TOWN MANAGER
CHRISTOPHER BURNS	POLICE CHIEF
ROBERT FRYDRYK	TERM EXPIRES: 2026

APPOINTED OFFICIALS

LICENSE COMMISSION CONTINUED

JESSICA SIZER	TERM EXPIRES: 2026
DAVID DROZ	TERM EXPIRES: 2027

ORDINANCE COMMITTEE

DAVID PAQUINI- CHAIR	CHAIR
DONALD J. FRYDRYK- VICE CHAIR	VICE CHAIR
MATHEW WAWRZYK	CLERK
MICHAEL GRAHAM	*RESIGNED 8/21/2025*
BRAD BROTHERS	TOWN COUNCIL SUBCOMMMITTEE APPOINTMENT
MATTHEW LEMIEUX	TOWN COUNCIL SUBCOMMMITTEE APPOINTMENT
PHILIP HEBERT	TOWN COUNCIL SUBCOMMMITTEE APPOINTMENT

LISA NEWTON
JOSEPHINE FITZGERALD
CANDICE SWIATLOWSKI
ROBERT HAVELES
RUSSELL RAYMOND

PALMER CULTURAL COUNCIL

JAN MCCOY	TERM EXPIRES: 2026
JUDITH BECHARD	TERM EXPIRES: 2026
JANICE FOUNTAIN	TERM EXPIRES: 2026
CHRISTINE REIM	TERM EXPIRES: 2026
KATHY SCARGLIA	TERM EXPIRES: 2026

2024 RECORD BOOK- TOWN OFFICIALS AND COMMITTEES

APPOINTED OFFICIALS

PALMER CULTURAL COUNCIL CONTINUED

TYLER ALLEN	TERM EXPIRES: 2027
JOSEPHINE FITZGERALD	TERM EXPIRES: 2027
LISA NEWTON	TERM EXPIRES: 2027
BETH A. ZELAZO	TERM EXPIRES: 2027

PALMER HOUSING AUTHORITY

VICTORIA MINER	STATE APPOINTMENT
CATHERINE IZYK	TERM EXPIRES: 2026
DAVID BUSSELL	TERM EXPIRES: 2027
KATHRYN DE FILIPPI	TERM EXPIRES: 2027
BRIAN SCOTT	TERM EXPIRES: 2027
RUSSELL WEBB	TERM EXPIRES: 2028

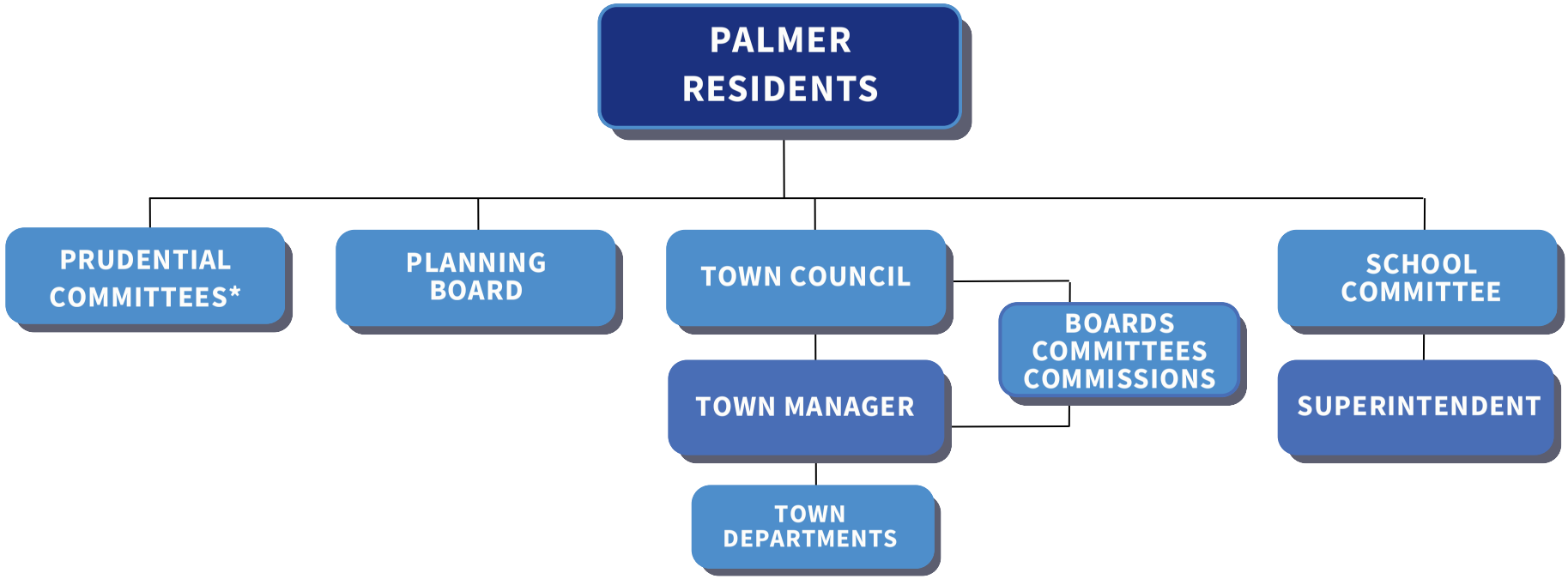
PALMER REDEVELOP AUTHORITY

BEN HOOD	STATE APPOINTMENT
JOE TUREK	*RESIGNED 6/16/2025*
CARLOS FURTADO	TERM EXPIRES: 2028
STEPHANIE RUOCCO	TERM EXPIRES: 2028

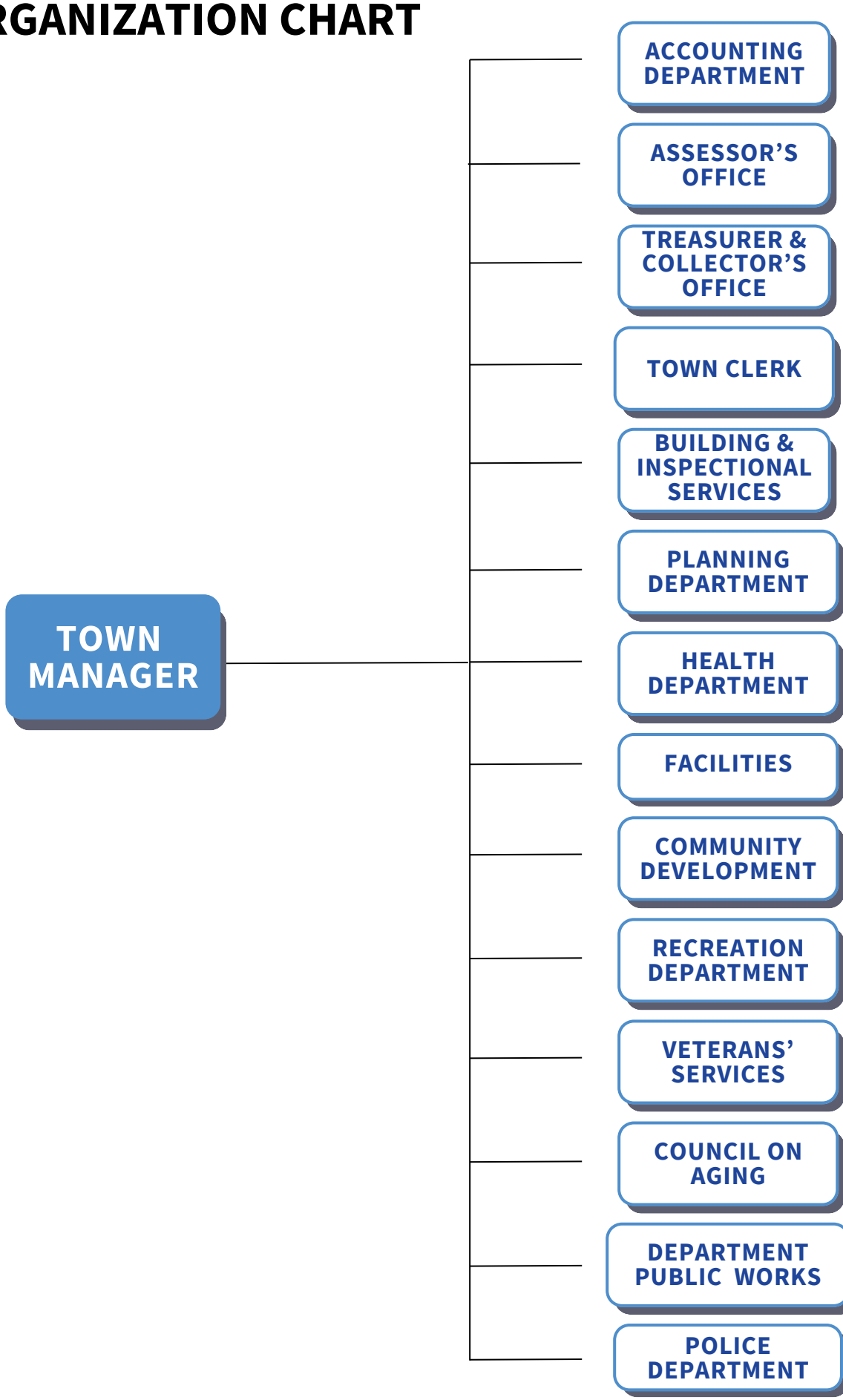
RECREATION COMMITTEE

AMBER KUMPULANIAN- CHAIR	TERM EXPIRES: 2026
JULIA TAYLOR	TERM EXPIRES: 2026
ANDREW HALEY	TERM EXPIRES: 2025
HEATHER KORZEC	TERM EXPIRES: 2027
MICHAEL SWIATLOWSKI	TERM EXPIRES: 2027

LOCAL GOVERNMENT-ORGANIZATION CHART



LOCAL GOVERNMENT- ORGANIZATION CHART



TOWN COUNCIL

Barbara Barry, President (2027)
Jessica Sizer, Vice President (2025)
Mark Caci, Clerk (2027)
Matthew Lemieux, District Councilor (2025)
Philip Hebert, District Councilor (2026)
Christopher Pelletier, Councilor at Large (2026)
Karl Williams, District Councilor (2027)

TOWN ADMINISTRATION

Palmer is managed by an experienced team led by Town Manager Brad Brothers. The Town Manager and his team work to provide essential services to our residents focusing on maintaining the level of services that Palmer residents expect; while seeking efficiencies in the delivery of these services to manage costs responsibly.

FISCAL MANAGEMENT

The Town Council maintained strong fiscal oversight through careful review of the Town's budget. The Council evaluated the budget proposal submitted by the Town Manager, along with departmental requests, to ensure expenditures aligned with the Town's priorities and available resources. This review emphasized fiscal responsibility, transparency and the prudent use of taxpayer funds. In addition, the Council adopted financial policies to guide budgeting, reserves, and debt management, supporting long-term financial stability.

INFRASTRUCTURE INVESTMENT

Infrastructure investment remained a significant focus for the Town Council in 2025. The Council supported ongoing improvements at the Wastewater Treatment Plant (WWTP), recognizing the facilities critical role in protecting public heath, meeting regulatory requirements, and supporting future economic growth. Improvements at the WWTP were aimed at maintaining system reliability, addressing aging equipment, and ensuring compliance with state and federal standards.

The Council also continued to support planning and investment in roads, sidewalks and municipal facilities. The condition of some of these assets remains a long-term concern, and infrastructure improvements continue to be a top priority as Palmer plans for the future.

Grant Funded Projects

The Council supported grant-funded projects and other funding opportunities, including Community Development Block Grants (CDBG), to help offset local costs and advance critical infrastructure improvements. Funds provided through the American Rescue Plan Act (ARPA) were used to support capital purchases and fuel assistance to residents. These funds were utilized to address both long-term investments and immediate community needs (continued on next page).

Sign up to receive email notifications when Town Council Meeting agendas & minutes are posted on the Town's Website.

SCAN ME

WEST-EAST RAIL

The Town of Palmer continued to play a key role in the Commonwealth's planning efforts for West-East passenger rail service, a long-term initiative to expand rail transportation across Massachusetts. In early 2025, the Massachusetts Department of Transportation identified a site on South Main Street as the preferred location for a future passenger rail station. The selection of Palmer as a preferred station site, marked an important milestone for the Town. While the project remains in the design and planning phase, the Town Council recognizes the potential long-term benefits of West-East Rail and will continue to monitor the project as planning progresses.

VOLUNTEERS STRENGTHENING OUR COMMUNITY

The Town Council gratefully acknowledges the countless volunteers whose time, energy, and dedication strengthen our community. Their efforts support a wide range of programs, events, and services, creating

opportunities for residents of all ages to connect and participate. These contributions have a lasting impact on the Town, enhancing community bonds and enriching quality of life for all who live here. – "Small acts, when multiplied by many, transform a community."

PERSONNEL

The Town Council wishes to recognize the following employees that retired from Town service during 2025:

Laurie Cole, Administrative Assistant, 28 years of service

William Bray, Police Officer, 30 years of service

Richard Wahlers, Police Officer, 30 years of Service

Rosalie Belisle, Dispatcher, 13 years of service

We wish them all a happy and healthy retirement and thank them for their service and commitment to the Town.

LOOKING AHEAD

As the Town moves forward into 2026, the Town Council remains focused on maintaining sound financial management, continuing to invest in infrastructure, supporting long-term planning and economic development, and encouraging civic participation and open communication.
The Council extends its sincere appreciation to all volunteers who serve on Town boards, committees and throughout the community, and to all Town employees for their exceptional and dedicated service to the Town of Palmer.

The Town's continued progress depends on the dedication and participation of all residents who engage in local government and community initiatives, helping to continue to move Palmer forward.

Respectfully Submitted,

Barbara A. Barry
Town Council President

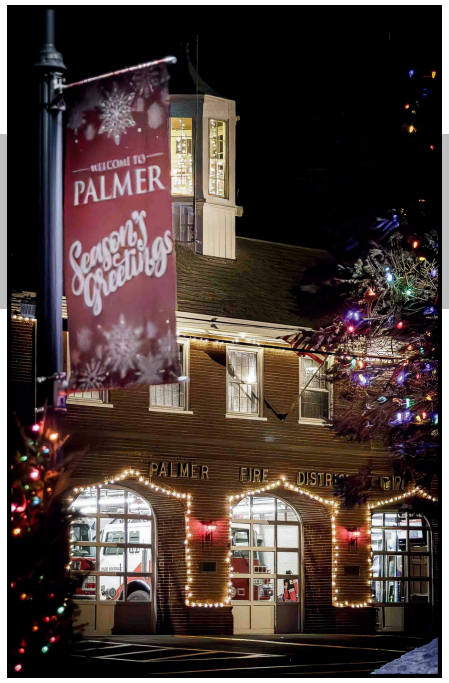
FY25 PROJECTS APPROVED BY TOWN COUNCIL

DEPARTMENT	PROJECT DESCRIPTION	ALLOCATION AMOUNT	SOURCE OF FUNDING	STATUS
ANIMAL CONTROL OFFICE (ACO)	Floor at ACO Facility - Palmer Portion	$ 9,786.00	ARPA	Closed out
BOARD OF HEALTH	Storage Trailer for Emerg. Services	$ 10,660.00	ARPA	Closed out
	Vehicle for BOH - F150 EV Truck	$ 42,102.00	ARPA	Ongoing
BUILDING INSP.	2024 Chevy Colorado	$ 42,560.00	ARPA	Closed out
	Town Hall Interior Renovations	$ 39,500.00	ARPA	Closed out
COUNCIL ON AGING	COA Handicap Ramp	$ 47,310.00	ARPA	Closed out
COM. DEV.	Fuel Assistance Program - FY2025	$ 78,000.00	ARPA	Closed out
CONSERVATION	Pocket Parks	$ 15,718.11	ARPA	Ongoing
DEPARTMENT OF PUBLIC WORKS (DPW)	2024 F350 Ford - DPW	$ 70,445.00	ARPA	Closed out
	Legion Field Upgrades	$ 35,000.00	ARPA	Closed out
	Thorndike Playground Repairs	$ 9,680.00	ARPA	Ongoing
	Playground Mulch	$ 24,150.00	ARPA	Closed out
	Tree Removal	$ 39,240.00	ARPA	Ongoing
	Air Compressor	$ 11,934.00	ARPA	Closed out
	Storage Container for Parks	$ 5,809.00	ARPA	Closed out
	DPW Leaf Vacuum	$ 26,129.00	ARPA	Closed out
	DPW Mower	$ 20,310.75	ARPA	Closed out
	10-wheeler Truck	$ 350,000.00	Free Cash	Closed out
	Tree Cutting	$ 100,000.00	Free Cash	Ongoing

Photography Contest Submission by Rachael C. titled, "Evening Sky."

FY25 PROJECTS APPROVED BY TOWN COUNCIL CONTINUED

DEPARTMENT	PROJECT DESCRIPTION	ALLOCATION AMOUNT	SOURCE OF FUNDING	STATUS
Facilities	TH Front Steps Walkway	$ 48,000.00	ARPA	Closed out
	Town Hall Security System	$ 22,681.00	ARPA	Closed out
Pathfinder	Pathfinder Gym Floor	$ 50,000.00	ARPA	Closed out
Police	Recording Services-Police	$ 10,391.28	ARPA	Closed out
	Radar Devices	$ 33,200.00	ARPA	Closed out
Public Schools	Lights at Sport Fields	$ 45,000.00	ARPA	Ongoing
Town Manager	CMS Surveying Services	$ 4,250.00	ARPA	Ongoing
	Multi-Factor Authentication	$ 6,755.00	ARPA	Closed out
	Ambulance Service	$ 34,610.74	ARPA	Closed out
Waste Water Treatment Plant	2024 Ford F-350	$ 62,931.00	Sewer Surplus	Closed out
	TOTAL	**$ 1,296,152.88**		



Photography Contest Submission by Erika D. titled, "Hometown Holiday"

Photography Contest Submission by Erika D. titled, "Oldtime Palmer"

LOCAL GOVERNMENT

TOWN MANAGER'S OFFICE

Brad Brothers, Town Manager
Marlene Ottomaniello, Executive Assistant

26 DEALERSHIP LICENSES PROCESSED

42 LIQUOR LICENSES PROCESSED

$31K LIQUOR LICENSES REVENUE

10 LIABILITY CLAIMS PROCESSED

5 PERMITS PROCESSED

MISSION

The Town Manager, appointed by the Town Council, is the Chief Executive Officer of the municipality and is responsible for the day-to-day operations of the town. The Manager ensures that town services are performed in accordance with Town Charter, ordinances and policies. Under the Charter, the Town Council acts as the legislative body for the town and is responsible for setting the policy direction of the town. Both the Council and Manager work closely together to ensure the needs of the town are being met while balancing current and future needs of the community within the capability of the town's resources.

SUMMARY

Throughout all town departments, we strive to deliver the best possible services to our community. We are dedicated to our organization's values of responsiveness, integrity, passion, innovation, and partnership.

Throughout this past year, we reviewed policies, procedures, and implemented best practices within departments. We also created Financial Policies that will continue to play a vital role in budget development as we move forward, ensuring we are operating within our financial means.

LOOKING AHEAD

For economic growth, a large-scale commercial development on Rt. 32 (Thorndike Street) continues to progress, bringing multinational chain corporations and additional office and retail space. The space is set to be open for retail in early 2026.

The East-West Rail continued to move forward with the Steering Committee and Massachusetts Department of Transportation officials. The proposed location is scheduled to be moved forward for design in FY26.

ACKNOWLEDGEMENTS

We want to express our sincere appreciation for all the dedicated department heads, town staff, elected officials and the numerous volunteers who serve on the many boards, commissions, and committees for all their hard work and commitment to make Palmer a great community in which to live, and for their contributions to this year's important accomplishments.

Palmer provides a breadth of high-quality services to its residents through the concerted efforts of many employees and volunteers serving on boards and committees.
A sincere "Thank you" is extended to each of them for their commitment to making Palmer a very special place to live.

Visit the Town Manager Website &
Sign up for the Town Manager's emailed Newsletter!

SCAN ME

LOCAL GOVERNMENT

HUMAN RESOURCES

Danica Griswold, Human Resources, Payroll & Benefits Coordinator

54 NEW STAFF

210 TOTAL STAFF

SUMMARY

In FY25, The Town of Palmer was served by 210 staff members throughout the course of the year. We welcomed a total of 54 new employees across various departments to fill in resignations and retirements. The majority are joining the Department of Public Works with 10 new employees including seasonal labor, followed by 13 new hires in the Police Department with (7) Officers and (6) Dispatchers. Additionally, the Town Administration building added a Facilities Director and HR/Payroll & Benefits Coordinator. The remaining hires were distributed among the Library (3), Board of Health (2), Finance (2), Seasonal Recreation Staff (9), Internships (2), Town Council Member (1), Election Workers (6), Animal Control Officer (1), Data Collector (1), and Administrative Assistants (4) within the Planning, Conservation, and Building Departments ensuring continued support for essential public services.

10

13

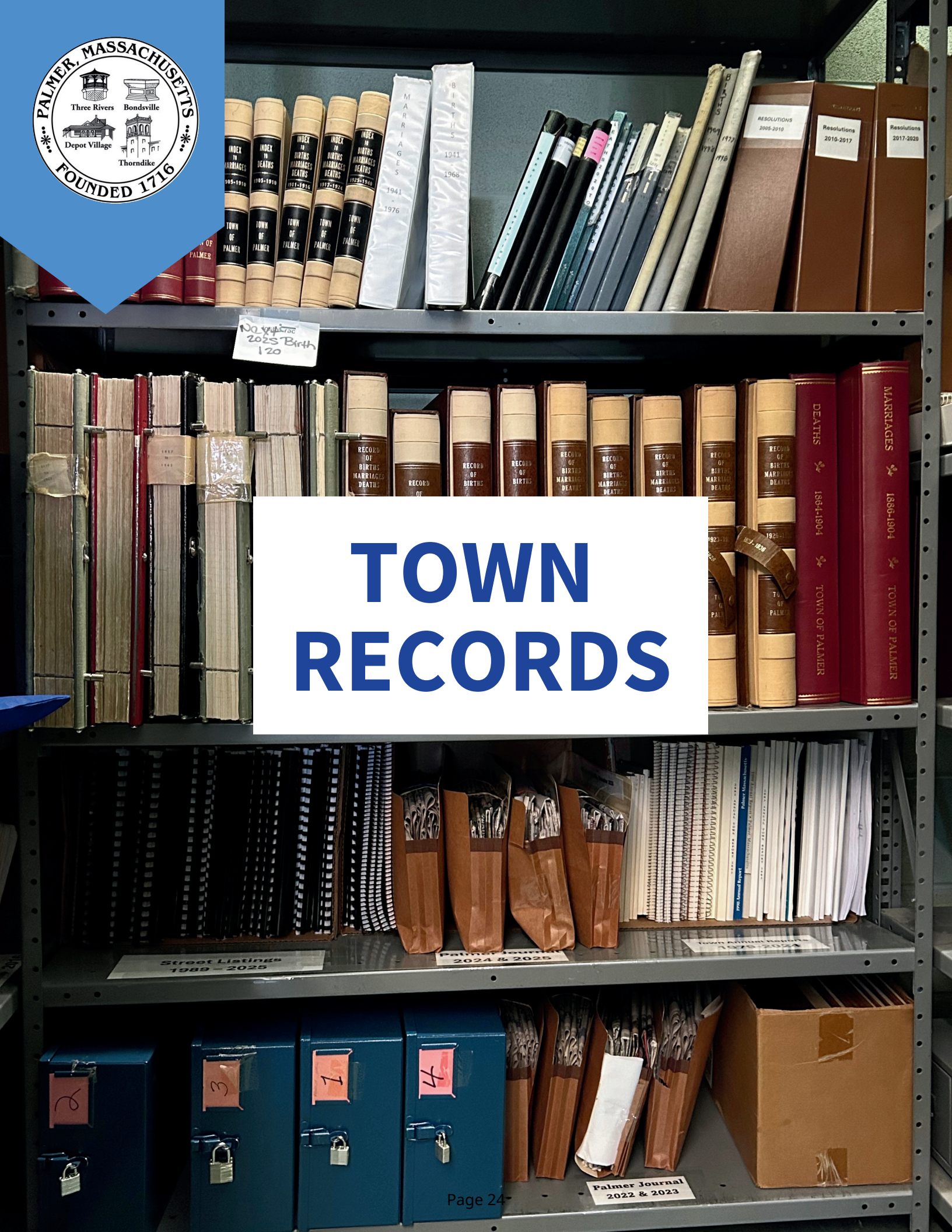
3

29

Palmer High School Staff Pictured for Special Education Department's Integrated Monitoring Review conducted by MA DESE

Visit the Human Services website for resources and employment opportunities!

SCAN ME


PALMER, MASSACHUSETTS
Three Rivers
Bondsville
Depot Village
Thorndike
FOUNDED 1716
TOWN RECORDS
Street Listings 1999 – 2025
Palmer Journal 2024 & 2025
Palmer Journal 2022 & 2023

TOWN CLERK'S OFFICE

Susan Coache, Town Clerk
Mary Fickett, Administrative Assistant

MISSION

The Town Clerk's Office is a reliable provider of information and quality services to the community and its residents, and to work cooperatively and in concert with all departments, boards and committees while complying with state and local statutes.

SUMMARY

The Town Clerk's office continued to provide excellent customer services this year and looks forward to serving our community for years to come.

This office embraces its vital role as a hub where citizens gather information regarding local and state government. It also serves as:

- Chief Election Official
- Recording Officer of all official elections
- Registrar of Vital Statistics
- Public Records Officer
- Licensing Office

In FY25, we managed the State Primary, State Election, the Town's Local Election, processed 113 Birth Certificates, 273 Death Certificates, 58 Marriage Certificates, 1075 Dog Licenses (including 10 Kennel Licenses), equaling $13,405. In the following pages, see our official reports for the election results, birth and death certificates, and marriage licenses.

ACKNOWLEDGEMENTS

Special thank you to all of the election workers and town employees for your team work and cooperation.

Sign up to receive email notifications when news, agendas, minutes, and other information are posted on the Town's Website.

SCAN ME

TOWN OF PALMER MASSACHUSETTS
PRIMARY ELECTION
OFFICIAL DEMOCRATIC RESULTS

SEPTEMBER 3, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
SENATOR IN CONGRESS					
BLANK	14	15	12	11	52
ELIZABETH ANN WARREN	200	158	182	157	697
WRITE IN:	5	6	0	4	15
REPRESENTATIVE IN CONGRESS (FIRST DISTRICT)					
BLANK	8	8	9	7	32
RICHARD E. NEAL	208	166	183	164	721
WRITE IN	3	5	2	1	11
ALL OTHER					
COUNCILOR (EIGHTH DISTRICT)					
BLANK	22	29	23	24	98
TARA J. JACOBS	194	144	171	146	655
WRITE IN:	3	6	0	2	11
SENATOR IN GENERAL COURTS (HAMPDEN, HAMPSHIRE & WORCESTER DISTRICT)					
BLANK	11	17	10	9	47
JACOB R. OLIVEIRA	206	158	183	160	707
WRITE IN:	2	4	1	3	10
REPRESENTATIVE IN GENERAL COURT (FIRST HAMPDEN DISTRICT)					
BLANK	196	163	159	148	666
WRITE IN:	23	16	35	24	98
CLERK OF COURT (HAMPDEN COUNTY)					
BLANK	20	30	20	18	88
LAURA S. GENTILE	198	148	173	151	670
WRITE IN:	1	1	1	3	6
REGISTER OF DEEDS (HAMPDEN DISTRICT)					
BLANK	15	18	13	14	60
CHERYL COAKLEY- RIVERA	201	160	181	156	698
WRITE IN:	3	1	0	2	6
TOTAL # OF VOTERS	**219**	**179**	**194**	**172**	**764**

TOWN OF PALMER MASSACHUSETTS
PRIMARY ELECTION
OFFICIAL REPUBLICAN RESULTS

SEPTEMBER 3, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
SENATOR IN CONGRESS					
BLANK	5	8	0	8	21
ROBERT J. ANTONELLIS	34	22	22	31	109
IAN CAIN	12	7	8	10	37
JOHN DEATON	96	118	70	113	397
WRITE IN	1	0	0	110	1
ALL OTHER					
REPRESENTATIVE IN CONGRESS (FIRST DISTRICT)					
BLANK	138	144	96	154	592
WRITE IN:	10	11	4	8	33
COUNCILOR (EIGHTH DISTRICT)					
BLANK	138	145	96	154	533
WRITE IN:	10	10	4	8	32
SENATOR IN GENERAL COURTS (HAMPDEN, HAMPSHIRE & WORCESTER DISTRICT)					
BLANK	143	144	95	156	538
WRITE IN:	5	11	5	6	27
REPRESENTATIVE IN GENERAL COURT (FIRST HAMPDEN DISTRICT)					
BLANK	21	21	17	26	85
TODD M. SMOLA	126	134	82	135	477
WRITE IN:	1	0	1	1	3
CLERK OF COURT (HAMPDEN COUNTY)					
BLANK	143	145	97	153	538
WRITE IN:	6	10	3	8	27
REGISTER OF DEEDS (HAMPDEN DISTRICT)					
BLANK	142	145	97	154	538
WRITE IN:	6	10	3	8	27
TOTAL # OF VOTERS	**148**	**155**	**100**	**162**	**565**

TOWN OF PALMER MASSACHUSETTS
PRIMARY ELECTION
OFFICIAL LIBERTARIAN RESULTS

SEPTEMBER 3, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
SENATOR IN CONGRESS					
BLANK	5	0	5	1	11
WRITE IN:	3	0	5	4	12
REPRESENTATIVE IN CONGRESS (FIRST DISTRICT)					
BLANK	5	0	5	1	11
WRITE IN	3	0	5	4	12
COUNCILOR (EIGHTH DISTRICT)					
BLANK	5	0	5	1	11
WRITE IN	3	0	5	4	12
SENATOR IN GENERAL COURTS (HAMPDEN, HAMPSHIRE & WORCESTER DISTRICT)					
BLANK	4	0	5	1	10
WRITE IN:	4	0	5	4	13
REPRESENTATIVE IN GENERAL COURT (FIRST HAMPDEN DISTRICT)					
BLANK	5	0	4	2	11
WRITE IN:	3	0	6	3	12
CLERK OF COURT (HAMPDEN COUNTY)					
BLANK	5	0	6	1	12
WRITE IN:	3	0	4	4	11
REGISTER OF DEEDS (HAMPDEN DISTRICT)					
BLANK	5	0	3	2	10
WRITE IN:	3	0	7	3	13
TOTAL # OF VOTERS	**8**	**0**	**10**	**5**	**23**

TOWN OF PALMER MASSACHUSETTS
STATE ELECTION OFFICIAL RESULTS

NOVEMBER 5, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
ELECTORS OF PRESIDENT AND VICE PRESIDENT					
BLANK	11	19	16	12	58
AYYADURAI AND ELLIS	15	10	12	9	46
DE LA CRUZ AND GARCIA	5	2	3	5	15
HARRIS AND WALZ	762	697	666	630	2755
OLIVER AND TER MAAT	12	8	5	3	28
STEIN AND CABALLERO-ROCA	15	8	8	6	37
TRUMP AND VANCE	945	1012	664	899	3520
WRITE IN	1	2	3	0	6
SENATOR IN CONGRESS					
BLANK	46	47	32	53	178
ELIZABETH ANN WARREN	761	680	663	635	2739
JOHN DEATON	958	1031	682	876	3547
WRITE IN	1	0	0	0	1
REPRESENTATIVE IN CONGRESS					
BLANK	114	127	85	147	473
RICHARD E. NEAL	878	836	783	726	3223
NADIA DONYA MILLERON	774	765	509	691	2769
WRITE IN	0	0	0	0	0
COUNCILOR					
BLANK	581	689	431	597	2298
TARA J. JACOBS	1180	1069	946	967	4162
WRITE IN	5	0	0	0	5
SENATOR IN GENERAL COURT					
BLANK	521	592	380	531	2024
JACOB R. OLIVEIRA	1240	1166	997	1033	4436
WRITE IN: *W. MULLEN*	5	0	0	0	5

TOWN OF PALMER MASSACHUSETTS
STATE ELECTION OFFICIAL RESULTS CONTINUED

NOVEMBER 5, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
REPRESENTATIVE IN GENERAL COURT					
BLANK	316	356	276	310	1258
TODD M. SMOLA	1446	1402	1098	1254	5200
WRITE IN: *W. MULLEN*	4	0	3	0	7
CLERK OF COURT					
BLANK	541	640	411	569	2161
LAURA S. GENTILE	1221	1118	966	995	4300
WRITE IN:	4	0	0	0	4
REGISTER OF DEEDS					
BLANK	199	229	176	232	836
CHERYL COAKLEY- RIVERA	834	770	705	676	2985
BOB COLLAMORE	733	759	496	656	2644
WRITE IN:	0	0	0	0	0
REGIONAL SCHOOL COMMITTEE (BELCHERTOWN)					
BLANK	547	684	453	563	2247
JOHN SULLIVAN	1219	1074	924	1001	4218
WRITE IN:	0	0	0	0	0
REGIONAL SCHOOL COMMITTEE (PALMER)					
BLANK	513	570	404	526	2013
DAVID DROZ	1251	1188	973	1038	4450
WRITE IN:	2	0	0	0	2
REGIONAL SCHOOL COMMITTEE (NEW BRAINTREE)					
BLANK	689	780	548	682	2699
MARTIN GOULET	1077	978	829	882	3766
WRITE IN:	0	0	0	0	0

TOWN OF PALMER MASSACHUSETTS
STATE ELECTION OFFICIAL RESULTS CONTINUED

NOVEMBER 5, 2024	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
REGIONAL SCHOOL COMMITTEE (OAKHAM)					
BLANK	1761	1754	1374	1554	6443
WRITE IN: *RICHARD JOHN OLSON III*	5	4	3	10	22
REGIONAL SCHOOL COMMITTEE (NEW WARE)					
BLANK	720	804	580	705	2809
RICHARD FLY	1046	954	797	859	3656
WRITE IN:	0	0	0	0	0
QUESTION 1					
BLANK	91	95	79	115	380
YES	1193	1179	926	1031	4329
NO	482	484	372	418	1756
QUESTION 2					
BLANK	44	43	40	63	190
YES	1152	1098	895	985	4130
NO	570	617	442	516	2145
QUESTION 3					
BLANK	83	99	59	105	346
YES	839	740	755	710	3044
NO	844	919	563	749	3075
QUESTION 4					
BLANK	66	65	39	82	282
YES	736	614	587	662	2599
NO	964	1079	751	820	3614
QUESTION 5					
BLANK	49	48	36	71	204
YES	518	482	519	475	1994
NO	1199	1228	822	1018	4267
TOTAL # OF VOTERS	**1766**	**1758**	**1377**	**1564**	**--**

TOWN OF PALMER MASSACHUSETTS
MUNICIPAL ELECTION OFFICIAL RESULTS

JUNE 10, 2025	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4	TOTALS
COUNCILOR AT LARGE- 3 YEAR TERM					
BLANK	2	6	3	4	15
JESSICA ROSE FERRY	59	62	55	35	211
JOHN MICHAEL COMERFORD	27	27	10	21	85
WRITE IN: *CORIN LATULIPPE*	15	4	13	15	47
SCHOOL COMMITTEE- 3 YEAR TERM					
BLANK	61	51	39	49	200
SANDRA JEAN NOONAN	80	79	66	50	275
JOSEPH P NOMPLEGGI	65	68	57	47	237
WRITE IN	0	0	0	4	4
PLANNING BOARD- 3 YEAR TERM					
BLANK	47	55	52	40	194
MICHAEL C. DEE	48	49	41	30	168
EMILY MARY MALCOVSKY	51	43	34	37	165
ROBERT S. LUCIER	58	51	34	39	182
WRITE IN	2	0	1	4	7
DISTRICT 4 COUNCILOR- 3 YEAR TERM					
BLANK	--	--	--	18	18
MATTHEW J. LEMIEUX	--	--	--	52	52
WRITE IN	--	--	--	5	5
TOTAL # OF VOTERS	**103**	**99**	**81**	**75**	**358**

STATE PRIMARY ELECTION OFFICIAL RESULTS
SEPTEMBER 3, 2024

PALMER'S TOTAL NUMBER OF BALLOTS CAST: 1352

PERCENTAGE: 14%

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4
TOTAL VOTERS BY PRECINCT	375	334	304	339

STATE ELECTION OFFICIAL RESULTS
NOVEMBER 5, 2024

PALMER'S TOTAL NUMBER OF BALLOTS CAST: 6465

PERCENTAGE: 65%

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4
TOTAL VOTERS BY PRECINCT	1766	1758	1377	1564

MUNICIPAL ELECTION OFFICIAL RESULTS
JUNE 10, 2025

PALMER'S TOTAL NUMBER OF BALLOTS CAST: 358

PERCENTAGE: 3.5 %

	PRECINCT 1	PRECINCT 2	PRECINCT 3	PRECINCT 4
TOTAL VOTERS BY PRECINCT	103	99	81	358

MARRIAGES FROM JULY 2024- JUNE 2025

DATE:	NAME:	TOWN:	NAME:	TOWN:
JULY 2024				
12	JOSE LUIS RODRIGUEZ SANTIAGO	PALMER, MA	ASLEY MARIE CRUZ RODRIGUEZ	PALMER, MA
13	DANIELLE CHRISTINE BUFFA	STATE COLLEGE, PA	ZEINAB ELMASRI	STATE COLLEGE PA
19	JEROMY R. ROLDAN	PALMER, MA	KAYLA E. SAVICKI	PALMER, MA
AUGUST 2024				
1	JAMES W. BESHAW	PALMER, MA	DONNA M. GAMACHE	PALMER, MA
1	WILLIAM J. MITCHELL IV	MONTROSS, VA	SHELBY M. MCQUESTON	MONTROSS, VA
12	JONATHAN D. FERRY	PALMER, MA	JESSICA R. SIZER	PALMER, MA
23	JOSEPH M. DEADY	WARE, MA	YVONNE M. VEILLEUX	WARE, MA
24	MARK D. ROY	YARMOUTH, ME	ISABEL J.C. PARENT	YARMOUTH, ME
SEPTEMBER 2024				
7	NICHOLAS M. SAUVE	PALMER, MA	REILLY L. MCQUESTON	PALMER, MA
7	JEFFREY J. COMEAU JR.	PALMER, MA	ALISHA K. ZIMMERMAN	PALMER, MA
8	JOSEPH M. FREDETTE	PALMER, MA	ELIZABETH M. STEVENSON	PALMER, MA
9	JORDAN J. KRAJEWSKI	PALMER, MA	SHANNON B. TRYBUS	PALMER, MA
10	MICHEL F. MARQUIS	PALMER, MA	KIRBY L. JUDD	PALMER, MA
14	SERENA M. MORIN	PALMER, MA	TIMOTHY A. ROBARE	PALMER, MA
28	LAUREN M. HEBERT	PALMER, MA	WILLIAM T. HUTCHINSON	PALMER, MA
28	SHANNON R. LABATO	PALMER, MA	ULYSSES N. ARROYO - ALICEA	PALMER, MA
28	AMANDA M. LLOYD	PALMER, MA	CHANCE A. GILMAN	WILBRAHAM, MA
OCTOBER 2024				
4	WILLIAM O' TOOLE JR	PALMER, MA	TARA L. INGRAM	PALMER, MA
5	THOMAS W. FORCIER	PALMER, MA	BEATRICE R. DOWNEY	PALMER, MA
5	KRISTINA M. GUIMOND	CHICOPEE, MA	DUSTIN F. PALMER	PALMER, MA
5	ALLEN D. SKOWYRA	PALMER, MA	KELLEE MARIE HESS	PALMER, MA

MARRIAGES FROM JULY 2024- JUNE 2025

DATE:	NAME:	TOWN:	NAME:	TOWN:
OCTOBER 2024				
12	KEVIN R. RIDZ	PALMER, MA	FELICITY C. DINEEN	PALMER, MA
13	DAVID J. AMARAL	SPRINGFIELD, MA	NEEYACA D. ARMSTRONG	SPRINGFIELD, MA
13	EMILY A. ZEPP	PALMER, MA	SIMEON N. TRADER	PALMER, MA
19	CHRISTOPHER A. PATRONE	PALMER, MA	LAURA A. RIASCOS QUINTERO	PALMER, MA
20	ISABELLE T. ST ANDRE	PALMER, MA	ZACHARY R. LORENZ	PALMER, MA
31	VICTOR M. GOMES	PALMER, MA	ALRESA F. GONZALEZ	PALMER, MA
NOVEMBER 2024				
9	ERIC A. BLUMENTHAL	PALMER, MA	SHANNON L. MARTIN	PALMER, MA
DECEMBER 2024				
2	ESTHER A. KHABINSKY	PALMER, MA	DANA C. LUND	PALMER, MA
19	CHAD P. BRADWAY	PALMER, MA	KRYSTLE M. ROBARE	PALMER, MA
28	THOMAS J. TABB	SPRINGFIELD, MA	ELAINE M. CAMPBELL	PALMER, MA
JANUARY 2025				
14	XUFENG ZHAO	PALMER, MA	MATTHEW W. WEBBER	CAMBRIDGE, MA
FEBRUARY 2025				
14	KYLE A. RICHARDS	PALMER, MA	NICOLE L. JARVIS	PALMER, MA
14	KARSTON ISAAC WIKEL	PALMER, MA	AMBER GRACE FARNHAM	PALMER, MA
17	JOEL W. MABERRY	PALMER, MA	SAMANTHA J. SPERLING	HOLYOKE, MA
MARCH 2025				
24	JOSHUA WEST BANAS	PALMER, MA	DANIELLE MARIE HAYES	PALMER, MA
26	JACQUALYN K. DONES	PALMER, MA	JESUS ARQUINO CRUZ	PALMER, MA
31	TRAVIS D. BONSANT	PALMER, MA	NICOLE E. DYL	PALMER, MA

MARRIAGES FROM JULY 2024- JUNE 2025

DATE:	NAME:	TOWN:	NAME:	TOWN:
APRIL 2025				
10	CAITLYN B. FEELEY	PALMER, MA	TYLER M. DUBAY- MARTIN	PALMER, MA
14	RYAN M. KANE	PALMER, MA	SHANNON TOHTSONII BEGAYE	PALMER, MA
29	SUSAN A. LEBIDA	PALMER, MA	JOHN P. KUKLA	PALMER, MA
MAY 2025				
3	CAITLYN SIGOVITCH	PALMER, MA	IRVING R. CONCEPCION	PALMER, MA
4	SULLIVAN S. DOUGLAS	BELCHERTOWN, MA	OLIVIA T. ODELL	PALMER, MA
8	JANET STEIGMEYER	PALMER, MA	MICHAEL V. HYNEK	PALMER, MA
10	OLIVIA M. COMEAU	PALMER, MA	JACOB J. ALIENGENA	PALMER, MA
14	NICHOLAS M. MAINVILLE	PALMER, MA	KATELYN M. HOFFMAN	PALMER, MA
15	JANELL C. MARTIN	PALMER, MA	JAY W. SANDIDGE	PALMER, MA
15	CHRISTINA M. PELLAND	PALMER, MA	BRENT D. FAVREAU	PALMER, MA
24	KAI A.L. LOBDELL	PALMER, MA	NATASHA B. KEZER	PALMER, MA
24	ALYSON P. QUINN	PALMER, MA	DYLAN J. MORRIS	PALMER, MA
31	STACEY L. LABARRE	PALMER, MA	SANTOS R. MIRANDA	PALMER, MA
JUNE 2025				
5	BRIANNA J. STURMER	PALMER, MA	CARLOS E. AVILES	PALMER, MA
7	COBY T. PIARDI	PALMER, MA	NATALIE R. ST. GEORGE	PALMER, MA
14	STEPHEN ANTHONY TAVERNIER	SPRINGFIELD, MA	TYKEEMA YUKIE LEWIS	SPRINGFIELD, MA
21	ERIN M. AYOTTE	PALMER, MA	TYLER F. ALLEN	PALMER, MA
21	VIRGEN DEL CARMEN ANDUJAR FERNANDEZ	PALMER, MA	LUIS JOSE SILVA CARRILLO	PALMER, MA
21	COREY A. COULOMBE	PALMER, MA	JEAN A. MORAN	PALMER, MA
28	KERRI R. KARNBACH	PALMER, MA	NATHAN M. TENCZAR	PALMER, MA

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
JULY 2024		
1	ORTIZ, KAYDEN ROY	4 DAYS
3	SMITH, BARBARA JEAN	85
6	JALBERT, WILLIAM RENE	88
6	NORRIS, CAROLE JEAN	87
7	COCCHI, FLEMING ROBERT	103
8	MASTALERZ, CAROL A.	83
10	MATHIASEN, CRAIG LEROY	77
11	HARPER, CLAIRE L.	84
15	FLYNN, MILDRED KAYE	80
15	LEONARD, MARY ELIZABETH	83
17	RYMASZ, TIMOTHY JAMES	64
18	FOSTER, WILLIAM H.	69
20	BISNETTE, LETA M.	94
20	CORREIRA, PATRICIA ANN	83
24	PIECHOTA, SANDRA J.	88
25	SIMPKISS, MICHAEL A.	52
26	CONNORS, DEBORAH MARIE	56
26	PATRICK, MICHAEL A.	53
26	RONDEAU, BARBARA ANN	73
29	PEARSON, SCOTT	71
29	TYBURSKI, ROSE C.	95
31	UNDERWOOD, SANDRA JEAN	65

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
AUGUST 2024		
1	JANUSZKIEWICZ, GAIL P.	87
2	RAHMANI-KIA, DJAFAR	89
2	SMITH, GEORGENIA	73
4	ZARENKO, WALTER JOSEPH	61
5	PUCHELT, WILLIAM M.	85
5	SASUR, MAXINE J.	98
7	VALDES LEBRON, SAMUEL	78
9	ERNEST, GERALD ARTHUR	94
9	MROZINSKI, LINDA JEAN	77
13	ARABIK, EUGENE A.	76
13	PAWLOWSKI, STEPHANIE A.	98
13	WILD, SANDRA N.	84
14	CHRISTIAN JR., CHARLES MELVIN	63
14	WALCH, FREDERICK STEPHEN	60
16	HYDER, JAMES L.	78
16	MARTIN, CHERRIE LEA	81
16	MCDONALD, PATRICK H.	67
17	GASKELL, BRUCE MICHAEL	51
20	LIMSICO, JUANITA T.	93
22	DUPUIS, DIANNE CECILE	82
24	LIS, JAMES HENRY	70
25	GONCALVES, CHASE MICHAEL	6 MONTHS
25	MALLALIEU, PHYLLIS JEAN	86
25	SHEA, IRVIN THOMAS	91
26	SCAGLIARINI, PETER VICTOR	67
26	TEIXEIRA, ANGELO SANTOS	95

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
AUGUST 2024		
27	MCLEOD, JAMES ERRYL	79
27	RODRIGUES, JOSEPH	65
31	BOLDUC, MARTIN	66
SEPTEMBER 2024		
4	CURTIS, JUSTIN JAMES	39
7	COACHE, ARLENE	49
7	DULUDE, MARK ANTHONY	61
8	RODRIGUES, JOSE ANTONIO MONTEIRO	73
9	FIORE, ANGELINA R.	91
10	RENARDSON, GIOVANNA	90
11	PASCALE, TINA MARIE	48
12	BUTLER, GEORGETTE	91
12	EMERY RONALD	73
13	MURPHY, KATHLEEN	70
14	MORIN, THERESA ANN	91
15	HEBERT, JOYCE E.	78
15	TORRES GONZALEZ, JOSE	75
16	ANDERSON, MILDRED E.	81
16	GERMAIN, DONNA	64
17	KARDAS, RICHARD EDWARD	86
21	HOFFMAN, DOROTHY	85
22	LAKOTA, WALTER STANLEY	81
27	BURGESS, DAVID WALTON	86
28	HOLMES, JOHNATHON MICHAEL	21
30	O'CONNOR, DAVID	64

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
OCTOBER 2024		
5	FLYNN, GERALD FRANCIS	77
5	THORP, ALVIN JOHN	79
7	CEMBURA, DAVID WILLIAM	75
7	MOREY, HAZEL ANN	72
7	O'CONNOR, DANIEL WILLIAM	78
10	ANDRE, ANTONIO JOSEPH	93
14	ROTH, RALPH EUGENE	75
18	BOLGER, SANDRA JANE	89
18	PARE, WAYNE LOUIS	71
19	AMNOTTE,ROLAND ROGER	93
23	DAY, LINDA MAY	80
24	BANAS, MARY JANE	87
24	TROMBLY, DENISE MARIE	67
25	SZLACHETKA, EDWARD ANTONY	86
27	LEWIS, DENNIS EDWARD	80
29	WATTS, PHILLIPPE NOEL	77
31	PADYKULA SR, RICHARD RAYMOND	75
31	TENCZAR, ANNE E	80

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
NOVEMBER 2024		
1	GOMES, JEANNETTE JANE	87
1	PRANAITIS, DAVID	64
2	RUBIN RODRIGUEZ, PAULO S.	27
3	FLEMING, ALLAN JOSEPH	79
3	GODFREY, JANE	100
3	GREENE, ERIC SCOTT	64
5	BANFORD, GEORGE	81
5	MCHUGH, JAMES FRANCIS	74
6	RUSSELL, CHARLOTTE MARIE	48
10	TYBURSKI, MICHAEL	77
18	BARRY, DONALD CLINTON	83
21	WILCOX, ALAN L.	75
23	BURNHAM JEAN E.	92
24	BANIGAN, RAE	75
24	JOHNSON, ROBERT S.	57
24	REIM, KEVIN DONALD	66
25	NOLAN, TIMOTHY ROBERT	76
26	BERTHIAUME, ROBERT WAYNE	82
28	MCCLOSKY, THEODORE F.	104
30	PIENIAK, DENNIS BOLESLAW	72

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
DECEMBER 2024		
4	GIROUARD, VICTOR	69
4	STREMPEK, JULIA T.	97
5	LISIEWICZ, STANLEY JOSEPH	92
5	RUGGERI, CAROLE ANN	80
9	RONDEAU, ROGER ALVIN	78
10	SWAIM, WILLIAM J.	69
12	SETKEWICH, STEPHEN	99
12	STICKNEY, CARROL DEAN	97
15	BROWN, ROBERT WILLIAM	85
17	FREEMAN,VOIGHT M.	85
17	PEREZ, EDWARD	44
18	MAXWELL, JANEANNE	76
19	GIARD, ARTHUR LEO	82
19	WALDER, RICHARD HARRY	75
24	STELTZER, DEBRA	64
26	LAFOUNTAIN, BARBARA A.	89
29	GARABEDIAN, MITCHELL	87
30	JOHNSON, HOLLAND F.	85
30	PARO, LEROY E.	53
30	WILLIAMS, SUZANNE M.	74
31	VALLONE, JANE	89
31	WATKINS, THERESA MARIE	62

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
JANUARY 2025		
1	GRIMES, TIMOTHY L	64
3	CHESTER, JOHN C.	83
3	SPINKS SR., DONALD	85
4	PLACE, GEORGE A.	93
5	HOULE, DONALD EDWARD	84
6	ALLEN, SHARON ANN	76
6	BESSETTE, HELEN MARIE	90
6	LIPPE, ALAINE ANN	69
6	MAZZA, MICHAEL ANTHONY	45
7	SEARS, JEROME T.	87
11	ROYEA SR., STEWART IBRA	94
13	SHERMAN, IRENE C.	99
13	CARPENTER, PAMELA HOMANS	81
14	BRYANT, CHRISTOPHER KURT	42
15	MARTINEZ - RODRIGUEZ, FELIX	74
18	AUBY, JANE ANN	81
19	DUPUIS, JUNE ALICE	83
19	BECKER, JOYCE M.	88
20	BANFIELD, RUTH ESTHER	86
20	RYAN, MICHAEL JOSEPH	65
21	GAUTHIER, WILFRED JOSEPH	97
22	HENRICHON, MARGARET JANE	94
23	FOLVI, CHRISTOPHER J.	62
25	YERGEAU, HENRY ERNEST	94
27	THOMPSON, EDWARD T.	76
28	SHEA, REBECCA HELEN	48

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
JANUARY 2025		
28	STONE, THOMAS ROBERT	76
29	BOVAT, JOYCE MARIE	82
29	HITE, IRENE M.	85
29	USHER, VERNE W.	93
29	MALDONADO FIGUEROA, JUANA MARIA	71
31	BACKUS, DAVID GEORGE	70
31	JONES, LINDA A.	67
FEBRUARY 2025		
3	CHAFFEE, EARL HENRY	76
3	WORRELL, ROBERTO	55
4	PELLETIER, KATHERINE ANN	99
5	GIGUERE, LEANDRE W.	93
6	DOMURAT JR, CASMIR S.	77
6	PRATER SR. KENDRICK LEIGH	73
7	WALLANDER, PHILIP ROY	85
8	BREWER, EILEEN MARTHA	78
8	DOWD, JAMES VINCENT	87
8	GILES, MARIE BERNADETTE	92
8	RIEL, DENNIS LOUIS	72
9	ANDREWS, BEATRICE THERESA	96
9	LAMAY, LINDA J.	80
9	SHANKWEILER, IRENE	69
9	SIMPSON, PAUL J.	78
11	HANDZEL, RUDOLPH	81
11	JASIUKIEWICZ, JAMES ANTHONY	62
15	KING, THERESA	86

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
FEBRUARY 2025		
23	JAMES, MARY	90
23	TILDEN, MICHAEL J.	67
24	SULLIVAN-ZWYRBLA, JOYCE ELLEN	65
26	THOMAS, MATTHEW MICHAEL	40
27	HESS, RONALD G.	83
27	PERRON SR., JOHN L.	82
28	RAMOS, ELENA	77
MARCH 2025		
1	SOHODSKI, CONSTANCE MARY	79
2	SNEED, JUDITH ELAINE	81
4	SOJA, THOMAS THEODORE	82
6	GIBEAU, FERN E.	90
8	SAUVE, BARBARA A.	86
9	TIM SOEUN	67
10	KERIGAN JR., JOSEPH FRANCIS	74
10	LLOYD, NORMAN JOSEPH	72
11	BALDYGA, GENEVIEVE MARY	83
11	FOY, KEVIN JAMES	73
13	BURKE, NEIL FRANCIS	81
15	DOREY, ROBERT LEWYLLEN	72
15	HOBBS, JAMES BRIAN	78
17	THAYER, GLENN ROLAND	97
18	BRODOWSKI, JOSEPH C.	65
18	OGORMAN, GILES C.	55
19	HORTON, ROLAND F.	90

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
MARCH 2025		
20	ALLEN, SANDRA LEE	76
22	GOODFIELD, ROSEANNA	74
27	ST DENIS, CARLENE ADELINE	81
28	PRZYBYLO, THADDEUS CHESTER	88
29	STEIGER, BARBARA FRANCES	77
29	THIBEAULT, EVA	86
APRIL 2025		
2	LIS, ALPHONSE W.	91
2	OCHS, LAWRENCE J.	83
4	BOUSQUET, CATHERINE MARY	71
5	WILSON, TYRONNE MAURICE	57
8	ST. LAURENT, ELIZABETH ALICE	92
13	HEBERT, LINDA C.	78
14	LOMBARDI SR., RONALD M.	83
14	MEEHAN, ROBERT	58
15	WOZNIAKOWSKI, PATRICIA ANN	82
17	LAURINO, THOMAS P.	88
18	THOMPSON, SANDRA LEE	82
19	CORMIER, YVONNE	75
19	DWYER, CHRISTOPHER G.	53
19	SMITH JR., FRED V.	82
21	CHARPENTIER, NORMAND ARTHUR	89
23	EMERSON WASKIEWICZ, KAISEN ASA	20 MIN
24	ROUGEAU, GAIL PATRICIA	78
29	DYL, JOHN JOSEPH	93
30	TIAGO JR., JOAQUIM D.	54

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
MAY 2025		
2	HUBERT, RAYMOND L.	43
6	SNOWDEN, ANITA ELISABETH	74
10	BERTHIAUME, JOSEPH FERNAND	105
10	MCBRIDE, KATHLEEN A.	72
11	GOODE, JANETTA M.	85
12	BANFORD, DONALD MERRICK	77
12	BERRIOS, MARIA	78
15	LEVESQUE, ROBERT THOMAS	81
16	FREDETTE, RALPH H.	74
17	MITCHELL, ROBIN LOUISE	71
18	STAFFORD, TODD M.	58
20	CIEJKA, SHIRLEY MARIA	76
21	BALDYGA, JOSEPH EDWARD	88
21	PODKOWKA, GAIL	66
27	GARRISON DAVID EARL	65
28	HEBERT, DORIS MARGUERITE	86
28	PEETROS, SCOTT	48
30	LAURIN, LINDA SUSAN	73

DEATHS FROM JULY 2024- JUNE 2025

DATE:	NAME:	AGE:
JUNE 2025		
1	MATTISON, LUCILLE	84
1	PARZYCH, THOMAS	77
2	BLACKWELL, HELEN PAULINE	98
3	MORAN, MARGARET FRANCIS AUSTIN	89
4	BELLEFLEUR DANNY RICHARD	62
6	BRUNI, EILEEN MARY	73
6	DOUILLARD, DAVID G.	78
6	LAPIERRE, FREDERIC C.A.	60
6	MATTHEWS SR. ROBERT LYOD	76
9	BOULETTE, JAMES P.	55
11	MORRISON, JUDITH	87
13	COLLINS, TOMAS CLAYTON	55
13	HAMILTON, SUSAN E.	78
18	ALLEN, DYLAN T.	31
19	FOISY, MARLENE ANN	70
19	ROYEA, FELICIA MARYANN	72
20	BIGDA, RONALD A.	82
20	PRYGA, JANINA A.	86
22	CHAFFEE, PHILIP CHARLES	63
23	WEAVER, JEAN	87
26	OYLER, LAURIE A.	62
27	OTTO JR. CARL H.	86
30	TURKOWSKY, ALICIA M.	78

FINANCIALS

TOWN ASSESSOR

Rachael Carney, MAA, Principal Assessor
Jill Chalifoux, Assistant Assessor
Dennis, Stuart, Carter, Data Collector

9.4% TOTAL VALUATION INCREASE

TAX RATE $16.48 PER $1K OF VALUE

NEW GROWTH $591, 838 IN TAX DOLLARS

MISSION

The Palmer Assessors Office provides fair, equitable, and transparent assessments that reflect the fair market value of all real and personal property within the Town of Palmer. Our mission is to deliver accurate information, exceptional public service, and responsible stewardship of the tax base, supporting our community, its residents, businesses, and municipal services. With integrity, professionalism, and accountability, we ensure a stable and equitable distribution of the tax burden for all taxpayers.

SUMMARY

The Board of Assessors implements policies and procedures to enhance operational efficiency and promote tax equity for all property owners in Palmer. A central component of this work is the cyclical inspection program, which reviews parcels to verify the accuracy of assessment records. The Department of Revenue also requires these inspections as part of the certification process for the Town's property values.

Additional responsibilities of the Assessors Office include compiling and submitting the annual Tax Rate Recapitulation to the Department of Revenue to obtain certification of the Town's assessed values, annual levy, and tax rate. The office manages all abatement, exemption, and tax deferral programs; defends assessed values before the Appellate Tax Board; administers motor vehicle excise taxes; and classifies all property according to its use. The Assessors also oversee the Town's overlay reserve account, which funds abatements, exemptions, and uncollected taxes each fiscal year.

Valuation & Market Data

We review and adjust property values annually to reflect market conditions and ensure assessments remain fair and accurate. In addition to market-driven changes, valuation updates also capture new construction, additions, and new personal property accounts. Residential properties account for the largest share of Palmer's tax base at 83.8%.

For FY25:

- The Town's total valuation increased by approximately 9.4%.
- Residential values grew by nearly 11.5%.
- Commercial, industrial, and personal property values increased by about 9%.

Visit the Assessor's webpage for announcements, abatements, resources, and additional information

SCAN ME

Key FY25 figures include:

- Tax rate: $16.48 per $1,000 of value
- Total property valuation: $1,472,304,083.00
- Total levy: $24,263,571.28
- Total tax warrants issued: $29,252,838.60

KEY ACCOMPLISHMENTS:

New Growth

Under Proposition 2½, municipalities may increase their levy limit annually based on the value of certain new construction and growth in the tax base. This “new growth” provision acknowledges that development brings additional municipal costs—such as increased demand for school, public safety, and infrastructure services.

Qualifying sources of new growth include:

- New construction, additions, and alterations that increase assessed value
- Previously exempt parcels returning to the tax roll
- New business equipment and major commercial developments, including solar facilities
- New growth is calculated by multiplying the increase in assessed valuation by the prior year’s tax rate.

FY25 New Growth Summary

- New growth in tax dollars: $591,838
- New growth in value: $34,509,531
- Growth increased by nearly 34% over FY24, reflecting strong development activity and continued expansion of Palmer’s taxable base.

Office Activity:

- 451 property inspections completed
- 36 real estate abatements granted
- 231 real estate exemptions and senior work-off applications approved
- 4 personal property abatements granted
- 419 motor vehicle excise abatements processed

KEY ACCOMPLISHMENTS AND PROJECTS:

Assisted the Town Manager in the development and formalization of comprehensive financial policies, enhancing long-term planning, budgeting efficiency, and overall fiscal management.

Reorganized the annual budget structure, adding new line items to increase transparency and provide more detailed insight on types of expenditures and total spending (Continued on next page).

LOOKING AHEAD

The Assessors Office remains committed to maintaining accurate assessments, improving data quality, supporting financial planning, and strengthening public engagement. In the coming year, our priorities include:

1. Maintaining Accurate and Equitable Assessments
    - Continue comprehensive annual analysis of valuation models, cost tables, and market trends
    - Refine valuations for residential, commercial, industrial, and personal property
    - Review and update land neighborhood codes to reflect new subdivisions and development patterns
2. Advancing the Cyclical Reinspection Program
    - Progress toward inspecting all real property on a nine-year cycle
    - Use in-person inspections, GIS tools, and aerial imagery to improve data accuracy
    - Implement enhanced quality-control measures to ensure consistency across neighborhoods
3. Enhancing Operational Efficiency
    - Improve workflows for abatements, exemptions, deferrals, motor vehicle excise, and personal property
    - Expand digital recordkeeping and internal document management
    - Strengthen cross-departmental access to assessment data
4. Supporting the Town's Financial Planning
    - Prepare accurate new growth projections for budgeting and long-term planning
    - Maintain timely and accurate submission of the Tax Rate Recapitulation to the Department of Revenue
    - Monitor commercial and solar development to anticipate future valuation impacts
    - Collaborate with the Town Manager and Town Planner to develop and administer a District Improvement Financing (DIF) District, enabling infrastructure improvements without increasing the overall tax burden on residents
5. Improving Public Engagement and Transparency
    - Update the Assessors Office website to clarify assessment processes and taxpayer programs
    - Provide user-friendly educational materials explaining valuations, inspections, and tax impacts

ACKNOWLEDGMENTS

We extend our sincere appreciation to the Town Council, the Town Manager, Town Hall staff, residents, and especially the Board of Assessors, the Building Department, the Finance Department, and the entire Assessors Office team for their consistent support, cooperation, and professionalism throughout the past year. Their collaborative efforts have been essential to the successful operation of the Assessors Office and the continued service we provide to the community.

TREASURER & COLLECTOR

VACANT, Treasurer/ Assistant Collector
Carolyn Baldyga, Tax Collector/ Assistant Treasurer
Julie Smith, Administrative Assistant

MISSION

The Collector actively pursues the timely collection of all Town funds, including real estate taxes, personal property taxes, and motor vehicle excises, and maintains a high collection rate for all property tax bills.

The Town Treasurer invests, borrows, and manages all town funds received or disbursed. Additionally, the Treasurer maintains all properties taken for nonpayment of taxes and handles all public auctions or dispositions of foreclosed properties. Furthermore, the Treasurer administers and arranges the timely disbursement of all payments to vendors, town employees, and retirees, and manages the Town's debt program.

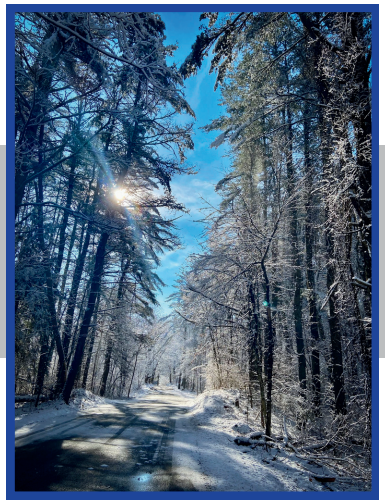
SUMMARY

Throughout the year, the Treasurer/Collector's Office provides direct service to residents, businesses, and vendors by processing payments, issuing receipts, answering account inquiries, and facilitating online payment systems. The office also administers payroll functions, manages employee benefit withholdings, and ensures timely vendor payments. By combining sound financial management with responsive customer service, the Treasurer/Collector's Office plays a critical role in maintaining transparency, accountability, and public trust in municipal operations.

LOOKING AHEAD

The Town plans to evaluate consolidating the roles in the department into a Treasurer/Collector to improve efficiency, workflow, and align with industry standards across municipalities.

Note, the Schedule of Outstanding Receivables Data reflected on the next page.



Photography Contest Submission by Amber S. titled, "Gates Street"

Visit the Treasurer/Collector webpage for announcements, resources, and additional information

SCAN ME

FISCAL YEAR 2025
SCHEDULE OF OUTSTANDING RECEIVABLES

	Detail per Treasurer/Collector	Balance per General Ledger	Variance
Personal Property Taxes			
Levy of 2025	46,990.00	46,990.00	0.00
Levy of 2024	6,086.00	6,086.00	0.00
Levy of 2023	7,870.00	7,870.00	0.00
Levy of 2022	15,234.00	15,234.00	0.00
Levy of Prior Years	48,713.00	48,713.00	0.00
Total	***124,893.00***	***124,893.00***	***0.00***
Real Estate Taxes			
Levy of 2025	706,307.00	706,307.00	0.00
Levy of 2024	236,588.00	236,588.00	0.00
Levy of 2023	167,948.00	167,948.00	0.00
Levy of 2022	115,746.00	115,746.00	0.00
Levy of Prior Years	64,144.00	64,144.00	0.00
Total	***1,290,733.00***	***1,290,733.00***	***0.00***
Deferred Property Taxes			
Deferred Property Taxes	0.00	0.00	0.00
Taxes in Litigation			
Taxes in Litigation	0.00	0.00	0.00
Motor Vehicle Excise			
Levy of 2025	189,000.00	189,000.00	0.00
Levy of 2024	64,512.00	64,512.00	0.00
Levy of 2023	50,515.00	50,515.00	0.00
Levy of 2022	19,105.00	19,105.00	0.00
Levy for Prior Years	108,460.00	108,460.00	0.00
Total	***431,592.00***	***431,592.00***	***0.00***
Tax Liens/Tax Title			
Tax Liens/Tax Title	1,652,374.00	1,652,374.00	0.00
Tax Foreclosures/Tax Possessions			
Tax Foreclosures/Tax Possessions	29,746.00	29,746.00	0.00
Other Excise Taxes			
Boat Excise	0.00	0.00	0.00
Farm animal excise	0.00	0.00	0.00
Other:	0.00	0.00	0.00
Other:	0.00	0.00	0.00
User Charges Receivables			
Water	0.00	0.00	0.00
Sewer	705,925.00	705,925.00	0.00
Other: Sewer Liens	87,922.00	87,922.00	0.00
Other: Sewer Interest	11,477.00	11,477.00	0.00
Other:	0.00	0.00	0.00
Other:	0.00	0.00	0.00

TOWN ACCOUNTANT

Gabriela Potter, Town Accountant, CGA
Holly Mann, Assistant Town Accountant

FREE CASH $3.1M

MISSION

The Accounting Office is responsible for the maintenance of all financial records of the town and ensures compliance with federal, state, and local regulations. Core functions include processing accounts payable, review of payroll warrants, and the oversight of departmental appropriations. All invoices are audited and approved for payment through the Accounting Office.

The Town Accountant also serves on the Capital Improvement Committee and plays a key role in the annual budget preparation process.

SUMMARY

The Accounting Department responsibilities include:

- Processing weekly Accounts Payable warrants
- Distributing regular reports to departments to ensure accuracy of all records and support monitoring of expenditures and collections including: Monthly Year-to-Date expenditure and revenue reports, and Quarterly Special Revenue reports

This past year, the Accounting Office completed several important projects including and submitted the Combined Balance Sheet and Schedule A to the Department of Revenue. The Office also led the Town to have $3,109,167.00 of Free Cash certified on December 16, 2024. The department also worked alongside Scanlon and Associates, LLC to complete an annual financial audit to to ensure proper internal controls and compliance with state and federal regulations (Note, a copy of the audit report is available on the Town's website as soon as it is completed).

KEY ACCOMPLISHMENTS AND PROJECTS:

Assisted the Town Manager in the development and formalization of comprehensive financial policies, enhancing long-term planning, budgeting efficiency, and overall fiscal management.

Reorganized the annual budget structure, adding new line items to increase transparency and provide more detailed insight on types of expenditures and total spending.

LOOKING AHEAD

In FY 2026, the Town will implement a new purchasing process within its financial system to decentralize and streamline payment processing, improving efficiency and workflow across multiple departments.

Sign up to receive email notifications when news, agendas, minutes, and other information are posted on the Town's Website.

SCAN ME

EXPENDITURES REPORT

DEPARTMENT	EXPENDITURE TYPE	ENCUMBERED TO FY2025	ORIGINAL BUDGET	TRANSFRES / ADJUSTMENTS	REVISED BUDGET	EXPENDED	ENCUMBERED TO FY 2026	AVAILABLE BUDGET
	Stipends		8,400.00	0.00	8,400.00	8,400.00	0.00	0.00
Town Council	Expenditures		3,500.00	1,500.00	5,000.00	128.30	0.00	4,871.70
			11,900.00	**1,500.00**	**13,400.00**	**8,528.30**	**0.00**	**4,871.70**
	Salaries		229,063.00	43,738.51	272,801.51	270,301.15	0.00	2,500.36
Town Manager	Expenditures	200.20	27,900.00	11.49	28,111.69	26,897.40	0.00	1,214.29
		200.20	**256,963.00**	**43,750.00**	**300,913.20**	**297,198.55**	**0.00**	**3,714.65**
Reserves	Expenditures		91,000.00	130,669.00	221,669.00	0.00	0.00	221,669.00
			91,000.00	**130,669.00**	**221,669.00**	**0.00**	**0.00**	**221,669.00**
	Salaries		150,345.00	-2,561.00	147,784.00	147,535.20	0.00	248.80
Accountant	Expenditures		42,575.00	2,561.00	45,136.00	45,085.50	0.00	50.50
			192,920.00	**0.00**	**192,920.00**	**192,620.70**	**0.00**	**299.30**
Central Purchasing	Expenditures		349,820.00	-610.00	349,210.00	315,595.33	1,982.78	31,631.89
			349,820.00	**-610.00**	**349,210.00**	**315,595.33**	**1,982.78**	**31,631.89**
	Salaries		129,856.00	14,625.00	144,481.00	139,797.57	0.00	4,683.43
A sse ssors	Expenditures		9,230.00	0.00	9,230.00	7,831.88	0.00	1,398.12
			139,086.00	**14,625.00**	**153,711.00**	**147,629.45**	**0.00**	**6,081.55**
	Salaries		90,313.00	-20,850.00	69,463.00	69,460.46	0.00	2.54
Treasurer	Expenditures		7,485.00	0.00	7,485.00	4,565.18	0.00	2,919.82
			97,798.00	**-20,850.00**	**76,948.00**	**74,025.64**	**0.00**	**2,922.36**
	Salaries		113,837.00	-2,700.00	111,137.00	106,208.84	0.00	4,928.16
Collector	Expenditures		14,825.00	0.00	14,825.00	13,024.06	0.00	1,800.94
			128,662.00	**-2,700.00**	**125,962.00**	**119,232.90**	**0.00**	**6,729.10**
Legal Counsel	Expenditures		85,000.00	20,000.00	105,000.00	48,748.10	0.00	56,251.90
			85,000.00	**20,000.00**	**105,000.00**	**48,748.10**	**0.00**	**56,251.90**
	Salaries		25,000.00	-23,973.51	1,026.49	0.00	0.00	1,026.49
IT	Expenditures		171,280.00	9,749.77	181,029.77	179,671.77	0.00	1,358.00
	Capital Outlay		5,000.00	14,223.74	19,223.74	4,706.16	14,223.74	293.84
			201,280.00	**0.00**	**201,280.00**	**184,377.93**	**14,223.74**	**2,678.33**
	Salaries		111,298.00	0.00	111,298.00	111,297.64	0.00	0.36
Town Clerk	Expenditures		5,240.00	-332.00	4,908.00	4,874.00	0.00	34.00
			116,538.00	**-332.00**	**116,206.00**	**116,171.64**	**0.00**	**34.36**
	Salaries		24,782.00	1,377.00	26,159.00	26,065.47	0.00	93.53
Elections & Registration	Expenditures	136.92	16,445.00	-635.00	15,946.92	15,536.44	405.28	5.20
		136.92	**41,227.00**	**742.00**	**42,105.92**	**41,601.91**	**405.28**	**98.73**
	Salaries		35,996.00	0.00	35,996.00	32,689.28	0.00	3,306.72
Conservation	Expenditures		4,991.00	0.00	4,991.00	3,970.30	0.00	1,020.70
			40,987.00	**0.00**	**40,987.00**	**36,659.58**	**0.00**	**4,327.42**
Planning	Salaries		116,036.00	6,000.00	122,036.00	115,854.16	0.00	6,181.84
	Expenditures		4,831.00	0.00	4,831.00	4,818.41	0.00	12.59
Planning Board	Expenditures		1,000.00	0.00	1,000.00	727.20	0.00	272.80
			121,867.00	**6,000.00**	**127,867.00**	**121,399.77**	**0.00**	**6,467.23**
Facilities Management	Salaries		80,305.00	-20,000.00	60,305.00	51,906.55	0.00	8,398.45
	Expenditures		30,000.00	30,000.00	60,000.00	2,275.68	16,820.00	40,904.32
			110,305.00	**10,000.00**	**120,305.00**	**54,182.23**	**16,820.00**	**49,302.77**
Animal Control Facility	Expenditures		29,860.00	168.18	30,028.18	24,463.17	0.00	5,565.01
			29,860.00	**168.18**	**30,028.18**	**24,463.17**	**0.00**	**5,565.01**

EXPENDITURES REPORT CONTINUED

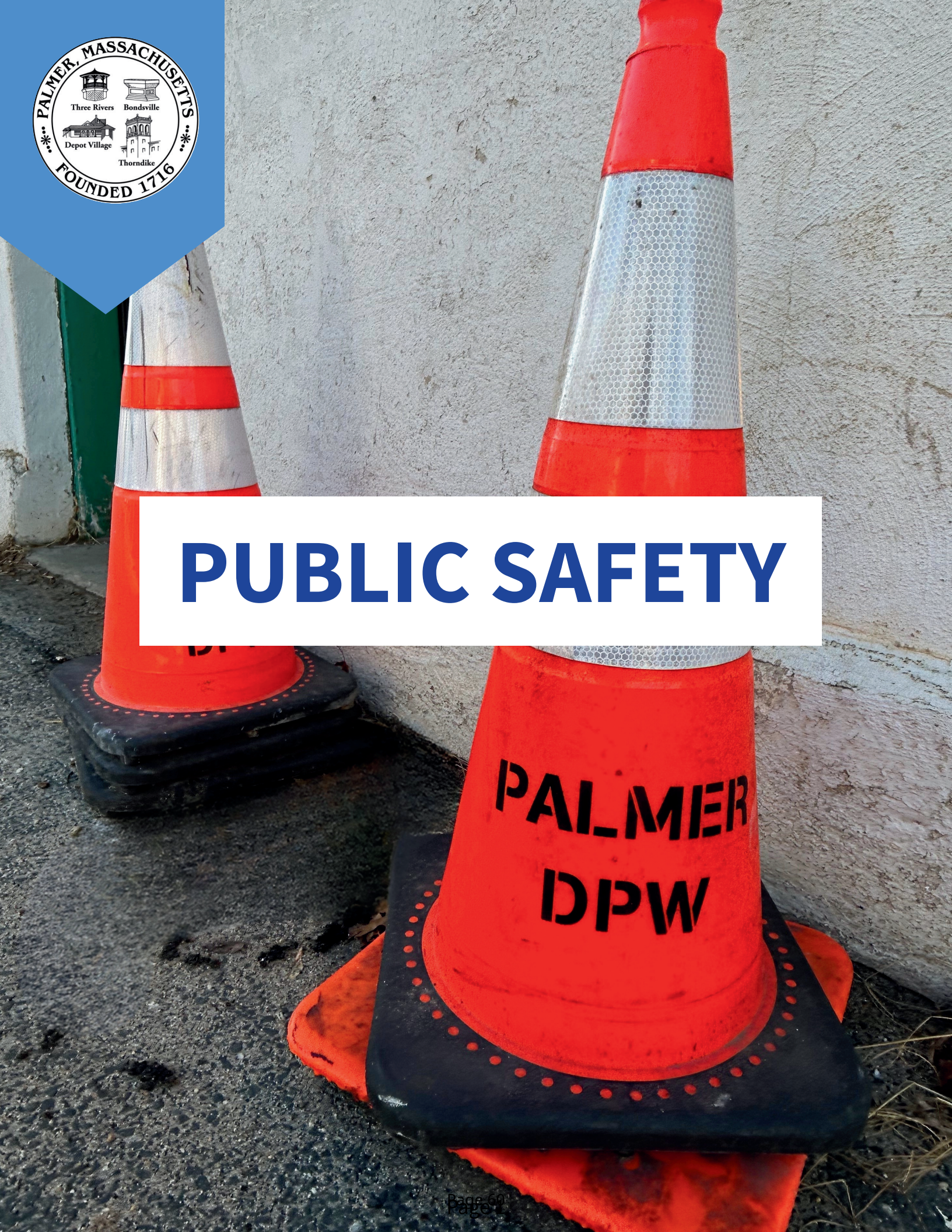
Administration Building	Expenditures		54,000.00	0.00	54,000.00	44,992.79	0.00	9,007.21
			54,000.00	**0.00**	**54,000.00**	**44,992.79**	**0.00**	**9,007.21**
Memorial Hall - COA	Salaries		15,780.00	0.00	15,780.00	14,021.50	0.00	1,758.50
	Expenditures		28,150.00	-7,300.00	20,850.00	15,454.11	1,743.00	3,652.89
	Capital Outlay		6,000.00	7,300.00	13,300.00	13,253.92	0.00	46.08
			49,930.00	**0.00**	**49,930.00**	**42,729.53**	**1,743.00**	**5,457.47**
Converse Middle School	Expenditures	2,424.90	44,000.00	0.00	46,424.90	37,127.10	0.00	9,297.80
		2,424.90	**44,000.00**	**0.00**	**46,424.90**	**37,127.10**	**0.00**	**9,297.80**
Police Station	Expenditures		133,000.00	76,000.00	209,000.00	175,796.08	0.00	33,203.92
			133,000.00	**76,000.00**	**209,000.00**	**175,796.08**	**0.00**	**33,203.92**
Police	Salaries	550.00	2,753,878.00	-61,000.00	2,693,428.00	2,519,847.85	0.00	173,580.15
	Expenditures	48,782.25	297,070.00	15,000.00	360,852.25	325,576.95	0.00	35,275.30
	Capital Outlay		135,000.00	0.00	135,000.00	134,907.10	0.00	92.90
		49,332.25	**3,185,948.00**	**-46,000.00**	**3,189,280.25**	**2,980,331.90**	**0.00**	**208,948.35**
Building Inspector	Salaries		121,578.00	14,625.00	136,203.00	125,272.08	0.00	10,930.92
	Expenditures		57,930.00	5,000.00	62,930.00	41,421.60	0.00	21,508.40
			179,508.00	**19,625.00**	**199,133.00**	**166,693.68**	**0.00**	**32,439.32**
Emergency Management	Salaries		4,500.00	0.00	4,500.00	4,312.50	0.00	187.50
	Expenditures		500.00	0.00	500.00	0.00	0.00	500.00
			5,000.00	**0.00**	**5,000.00**	**4,312.50**	**0.00**	**687.50**
Regional Animal Control	Salaries		96,276.00	0.00	96,276.00	90,303.04	0.00	5,972.96
	Expenditures		20,690.00	10,000.00	30,690.00	19,810.00	256.34	10,623.66
			116,966.00	**10,000.00**	**126,966.00**	**110,113.04**	**256.34**	**16,596.62**
Tree Warden	Salaries		1,500.00	0.00	1,500.00	0.00	0.00	1,500.00
			1,500.00	**0.00**	**1,500.00**	**0.00**	**0.00**	**1,500.00**
Palmer Public Schools	Salaries	1,354,918.32	13,291,156.00	-293,368.98	14,352,705.34	13,626,435.00	946,921.20	-220,650.86
	Expenditures	45,376.40	4,931,656.00	293,387.98	5,270,420.38	4,234,760.41	742,805.21	292,854.76
		1,400,294.72	**18,222,812.00**	**19.00**	**19,623,125.72**	**17,861,195.41**	**1,689,726.41**	**72,203.90**
Pathfinder Vocational HS	Assessment		2,066,358.00	0.00	2,066,358.00	2,066,358.00	0.00	0.00
			2,066,358.00	**0.00**	**2,066,358.00**	**2,066,358.00**	**0.00**	**0.00**
Snow & Ice	Salaries - OT		54,590.00	11,528.79	66,118.79	66,118.79	0.00	0.00
	Expenditures		275,000.00	98,821.61	373,821.61	373,821.61	0.00	0.00
			329,590.00	**110,350.40**	**439,940.40**	**439,940.40**	**0.00**	**0.00**
Public Works	Salaries		1,043,394.00	1,000.00	1,044,394.00	937,516.67	0.00	106,877.33
	Expenditures	18,313.92	546,000.00	10,000.00	574,313.92	504,690.92	4,230.01	65,392.99
	Capital Outlay		83,750.00	-1,000.00	82,750.00	48,500.00	0.00	34,250.00
		18,313.92	**1,673,144.00**	**10,000.00**	**1,701,457.92**	**1,490,707.59**	**4,230.01**	**206,520.32**
Board of Health	Salaries		108,534.00	0.00	108,534.00	107,995.58	0.00	538.42
	Expenditures		16,080.00	0.00	16,080.00	10,162.94	0.00	5,917.06
			124,614.00	**0.00**	**124,614.00**	**118,158.52**	**0.00**	**6,455.48**
Council on Aging	Salaries		199,841.00	0.00	199,841.00	195,661.27	0.00	4,179.73
	Expenditures		4,970.00	0.00	4,970.00	4,601.76	0.00	368.24
			204,811.00	**0.00**	**204,811.00**	**200,263.03**	**0.00**	**4,547.97**
Veterans Agent	Salaries		47,763.00	0.00	47,763.00	47,763.00	0.00	0.00
	Expenditures		12,510.00	0.00	12,510.00	10,827.97	0.00	1,682.03
	Ch.115 Benefits		288,177.00	0.00	288,177.00	253,812.88	2,555.86	31,808.26
			348,450.00	**0.00**	**348,450.00**	**312,403.85**	**2,555.86**	**33,490.29**
Library	Salaries		611,297.00	-22,300.00	588,997.00	588,934.49	0.00	62.51

EXPENDITURES REPORT CONTINUED

Library	Expenditures		329,538.00	22,300.00	351,838.00	351,838.00	0.00	0.00
			940,835.00	**0.00**	**940,835.00**	**940,772.49**	**0.00**	**62.51**
Recreation	Salaries		63,664.00	0.00	63,664.00	26,301.80	0.00	37,362.20
	Expenditures		20,000.00	0.00	20,000.00	7,890.23	0.00	12,109.77
			83,664.00	**0.00**	**83,664.00**	**34,192.03**	**0.00**	**49,471.97**
Debt Service	Principal		618,675.00	0.00	618,675.00	512,675.00	0.00	106,000.00
	Interest		169,329.00	0.00	169,329.00	155,812.54	0.00	13,516.46
			788,004.00	**0.00**	**788,004.00**	**668,487.54**	**0.00**	**119,516.46**
State Assessments			1,501,284.00	0.00	1,501,284.00	1,800,133.00	0.00	-298,849.00
			1,501,284.00	**0.00**	**1,501,284.00**	**1,800,133.00**	**0.00**	**-298,849.00**
County Retirement			2,691,985.00	0.00	2,691,985.00	2,691,985.00	0.00	0.00
			2,691,985.00	**0.00**	**2,691,985.00**	**2,691,985.00**	**0.00**	**0.00**
Unemployment			90,000.00	10,000.00	100,000.00	63,334.69	6,454.02	30,211.29
			90,000.00	**10,000.00**	**100,000.00**	**63,334.69**	**6,454.02**	**30,211.29**
Health Insurance			5,594,988.00	35,000.00	5,629,988.00	4,636,236.08	0.00	993,751.92
			5,594,988.00	**35,000.00**	**5,629,988.00**	**4,636,236.08**	**0.00**	**993,751.92**
Life Insurance			13,900.00	0.00	13,900.00	10,918.10	0.00	2,981.90
			13,900.00	**0.00**	**13,900.00**	**10,918.10**	**0.00**	**2,981.90**
Medicare			302,820.00	0.00	302,820.00	289,353.98	0.00	13,466.02
			302,820.00	**0.00**	**302,820.00**	**289,353.98**	**0.00**	**13,466.02**
Property & W/C Insurance			700,000.00	16,014.00	716,014.00	639,503.44	0.00	76,510.56
			700,000.00	**16,014.00**	**716,014.00**	**639,503.44**	**0.00**	**76,510.56**
Transfers Out			366,000.00	0.00	366,000.00	366,000.00	0.00	0.00
			366,000.00	**0.00**	**366,000.00**	**366,000.00**	0.00	**0.00**
Waste Water Treatment Plant	Salaries	2,959.38	837,019.00	0.00	839,978.38	787,744.48	0.00	52,233.90
	Expenditures	21,192.41	1,721,500.00	29,317.42	1,772,009.83	1,620,453.37	0.00	151,556.46
	Capital Outlay	92,609.71	20,000.00	0.00	112,609.71	0.00	0.00	112,609.71
		116,761.50	**2,578,519.00**	**29,317.42**	**2,724,597.92**	**2,408,197.85**	**0.00**	**316,400.07**
Debt Service	Principal	0.00	511,060.00	0.00	511,060.00	436,059.94	0.00	75,000.06
	Interest	0.00	314,077.00	1,093.97	315,170.97	295,117.31	0.00	20,053.66
		0.00	**825,137.00**	**1,093.97**	**826,230.97**	**731,177.25**	**0.00**	**95,053.72**
Retirement Assessment		0.00	219,009.00	0.00	219,009.00	219,009.00	0.00	0.00
		0.00	**219,009.00**	**0.00**	**219,009.00**	**219,009.00**	**0.00**	**0.00**
Unemployment		0.00	1,000.00	0.00	1,000.00	0.00	0.00	1,000.00
		0.00	**1,000.00**	**0.00**	**1,000.00**	**0.00**	**0.00**	**1,000.00**
Health Insurance		0.00	186,741.00	-520.00	186,221.00	157,014.72	0.00	29,206.28
		0.00	**186,741.00**	**-520.00**	**186,221.00**	**157,014.72**	**0.00**	**29,206.28**
Life Insurance		0.00	350.00	0.00	350.00	282.00	0.00	68.00
		0.00	**350.00**	**0.00**	**350.00**	**282.00**	**0.00**	**68.00**
Medicare		0.00	9,812.00	520.00	10,332.00	10,328.92	0.00	3.08
		0.00	**9,812.00**	**520.00**	**10,332.00**	**10,328.92**	**0.00**	**3.08**
Property & W/C Insurance		0.00	24,000.00	42,299.00	66,299.00	66,299.00	0.00	0.00
		0.00	**24,000.00**	**42,299.00**	**66,299.00**	**66,299.00**	**0.00**	**0.00**
Transfer Out		0.00	517,248.60	0.00	517,248.60	517,248.60	0.00	0.00
			124,074.00	0.00	124,074.00	124,074.00	0.00	0.00
		0.00	**641,322.60**	**0.00**	**641,322.60**	**641,322.60**	**0.00**	**0.00**
Grand Total		**1,587,464.41**	**46,314,214.60**	**516,680.97**	**48,418,359.98**	**44,208,106.31**	**1,738,397.44**	**2,471,856.23**

REVENUES REPORT

Personal Property Tax Revenue	1,181,108.51
Real Estate Tax Revenue	22,634,864.13
Motor Vehicle Excise Revenue	2,133,393.00
Interest on RE/PP Taxes	128,861.69
Interest on Motor Vehicle	32,662.12
Tax Title Interest	84,152.68
In Lieu of Taxes	10,010.00
Solar PILOTs	443,539.62
Meals Tax Excise Tax	210,224.00
Cannabis Excise Tax	143,569.82
Tax Title Revenue	152,766.05
TOTAL TAXES	**27,155,151.62**
Dept. Rev. - Town Manager	41,263.73
Dept. Rev. - Planning	6,655.00
Dept. Rev. - Police	25.00
Dept. Rev. - Cemetery	11,221.00
Dept. Rev.- Regional Animal Control	2,050.00
School Revenue - Misc.	90.00
Treasurer - Misc.	1,981.30
Resource Officer - Vocational School	54,326.35
Resource Officer - PHS	55,226.71
Dept. Rev. - School	380.28
F.D. Bill Processing Fee	46,753.82
TOTAL CHARGES FOR SERVICES/OTHER DEPT. REVENUES	**219,973.19**
TOTAL LICENSES, PERMITS, AND FEES	**416,946.65**
TOTAL REVENUES FROM STATE	**14,956,638.14**
TOTAL REVENUES FROM OTHER GOVERNMENTS	**114,596.00**
TOTAL FINES & FORFEITURES	**18,720.04**
Miscellaneous Revenue	1,031,719.07
Interest-Investment Funds	263,451.30
TOTAL MISSCELLANEOUS REVENUES	**1,295,170.37**
TOTAL GENERAL FUND REVENUES	**44,177,196.01**



PUBLIC SAFETY

POLICE DEPARTMENT

Christopher Burns, Chief of Police
Lt. Erin Sullivan, Executive Officer- Administration Division, Court Liaison
Tessa Gurney, Confidential Secretary to the Chief of Police

COMMAND STAFF

Sgt. David Burns
Sgt. Jeremy Haley
Sgt. Kenneth Baer
Detective Sgt. Christopher Melnick
Sgt. Nathaniel Pagan

MISSION

A commitment to the citizens of the Town of Palmer to create a proactive partnership and, through unity, attain a high quality of life for all citizens in a safe, peaceful environment; policing our community and ourselves to ensure respect and fairness to all and integrity and professionalism in all that we do.

SUMMARY

Staffing

The department has an authorized strength of 22 full time and 12 Reserve/Special police officers. Our Dispatch Center's authorized staff is 7 full time and 3 part time 911 Emergency Telecommunications Dispatchers who provide 24/7 coverage for the police department, the towns three fire departments and the Palmer Ambulance Service. An additional 3 part time/per diem civilian employees provide support services to the daily operations of the police department. Our Emergency Telecommunications Dispatchers are certified by the state of Massachusetts as Enhanced 911 Telecommunicators and certified in Emergency Medical Dispatcher (EMD). This certification provides the opportunity to identify the complaint, triage the severity of the situation and begin providing pre-arrival, life-saving medical instructions to the caller before First Responders arrive on scene.

Calls for Service

From July 1, 2024, through June 30, 2025, the Palmer Police Department answered approximately 26,584 calls for service, which included 2,060 medical related calls. From these calls, 1,324 criminal offenses were recorded and investigated. Additionally, 559 individuals were arrested /summoned / taken into custody, 1,044 incident reports were completed, 3,315 traffic citations were recorded. There were 342 traffic crashes (Continued on next page).

Safe Policing Certification

The Palmer Police Department maintains compliance with Massachusetts Police Accreditation Commission and the United States Department of Justice standards for Certification on Safe Policing for Safe Communities pursuant to the Presidential Executive order of June 16, 2020, Executive Order # 13929. The Palmer Police Department maintains policies that adhere to applicable federal, state and local laws prohibiting the use of chokeholds, except in situations where the use of deadly force is allowed by law. Additionally, the department maintains policies that adhere to law enforcement best practices as it relates Use of Force, Use of Force termination, Duty to Intervene, De-escalation and provision of appropriate medical care.

The Palmer Police Department participates in the National Use-of-Force data collection program. We began participating in this valuable, voluntary data collection program in 2020. Participation in the data collection is open to all federal, state, local, and tribal law enforcement, and investigative agencies. The FBI works closely with law enforcement and major law enforcement organizations to encourage agencies to share this important data. The FBI provides a web portal and bulk electronic submission options for agencies to report actions by their officers as a response to resistance that result in the death or serious bodily injury of a person, or when a law enforcement officer discharges a firearm at or in the direction of a person. The FBI began collecting this data from law enforcement agencies on January 1, 2019. The most recent data is available on the FBI's Crime Data Explorer website.

Training

Sworn and non-sworn Members of the Palmer Police Department attended annual training programs during FY-2025 to enhance their skills. This training included but was not limited to the following:

- Freedom of speech
- Freedom and hate: speech crimes and groups
- Use of Force training
- Freedom of assembly: crowd management
- Legal update – 1st, 4th , 5th , Amendments
- Criminal Law update
- Motor Vehicle Law Update
- Firearms qualification
- Electronic Control Weapons
- Cardiopulmonary resuscitation (CPR)
- First Responder
- Pursuit/Stop Stick Training
- Officer Wellness
- Deaf/Hard of Hearing Victims
- Human Trafficking

SGT. Pagan visits elementary school class.

Celebrating National Night Out

Specialized Training

Members of the Palmer Police Department attended specialized training programs during FY-2025 to enhance their skills for their supervisory or specialized positions. Specialized training included but was not limited to the following:

- Supervisory personnel Internal Affairs Investigations
- Force Science Institute – Use of Force Investigation
- Supervisory personnel – Executive Development
- FBI Law Enforcement Executive Development

(Continued on next page)

Community Strong Wellness Afternoon with DART

Specialized Training Continued

- FBI Law Enforcement Executive Development
- Field Training Officer certification
- Body-Worn Camera
- School Resource Officer Certification
- Investigations
- Juvenile Law
- Active Shooter Training
- DART Officer Training

Lt. Sullivan with Community Members.

GRANT FUNDING

The department received the following grants during this reporting period:

Municipal Road Safety Program - $30,000.00 award amount
The Municipal Road Safety Grant Program is made available through funds awarded to Massachusetts by the National Highway Traffic Safety Administration (NHTSA). The purpose of the Municipal Road Safety Grant Program is to assist municipal police departments in Massachusetts in addressing traffic safety issues in their communities. These grant funds could be used for traffic enforcement initiatives, bicyclist and pedestrian safety enforcement, enforcement equipment purchases, and non-enforcement activities such as training and community outreach programs. With these funds we addressed traffic issues with increased education and enforcement efforts to combat speeding, cell phone use, distracted driving, crosswalk safety, driving under the influence (OUI), and other motor vehicle infractions throughout town. We also purchased two Lidar speed detection units used in speed enforcement. A total of 220 bicycle helmets were purchased and distributed to residents at no cost, to enhance bicycle safety.

9-1-1 Training Grant (State 911 Department) - $25,403.36 award amount
Through this program, governmental entities hosting primary Public Safety Answering Points (PSAPs) are eligible to receive reimbursement for training related costs associated with the 9-1-1 system. Awards are based on a rounded formula of 9-1-1 calls received and population served.

PSAP Support and Incentive Grant (State 911 Department) - $50,276 award amount
The purpose of the State 911 Department Public Safety Answering Point (PSAP) and Regional Emergency Communications Center (RECC) Support and Incentive Grant is to assist PSAPs and regional emergency centers in providing enhanced 911 services and to encourage the development of regional PSAPs, regional secondary PSAPs and regional emergency communication centers.

9-1-1 Emergency Medical Dispatch Grant - $650.00 award amount
Covers Fees for EMD medical director review and approval of emergency medical dispatch quality assurance program.

Bureau of Justice Assistance Grant - Bulletproof Vest Partnership - $3,802.40 award amount
The purpose of this grant is to provide funding for Tactical-level body armor uniquely fitted for primary wear by individual officers (Continued on next page).

Hampshire HOPE Drug Addiction and Recovery Team (DART):

Technical Assistance Grant - $8,100.00 award amount
The purpose of this grant is to designate Palmer Police personnel to act as a liaison to Hampshire Hope to provide interagency communications and record all outreach engagements to facilitate, document and manage interagency activity with participants in the DART and Hampshire HOPE program.

Supplies & Services Grant - $2,500 award amount
The purpose of this grant is to provide continued training of personnel and establishment of protocols for compliance with DART program and reported requirements. Funding is for costs associated with Palmer Police Department DART Team which provides substance use related outreach to overdose victims or high-risk substance users and their families in a timely manner. This outreach may be in partnership with Recovery Coaches, Harm Reductionists, clinicians and DART Team Officers.

Event Hosting Grant - $1,500.00 award amount
The purpose of this grant is to provide event space and Basic on-site coordination for DART HUB training sessions. These sessions include regional networking, program sustainability planning, development of local resources, cross-departmental training, protocol sharing, and the exchange of outreach strategies.

KEY ACCOMPLISHMENTS, AND PROJECTS
Programs - **DART Team**

The Palmer Police Department continues its partnership with Hampshire Hope to provide support services for those at risk of opioid overdose. Drug Addiction and Recovery Team (DART) is a free service that supports people who are at risk for an opioid overdose or, family members affected by overdose. Members of DART are specially trained recovery coaches, harm reduction specialists, and police officers who provide access to harm reduction tools, such as NARCAN and safety plans for use. We also provide connections to community resources, as well as short or long-term recovery support. This program has been very successful, providing outreach to individuals and families referred to Hampshire Hope and receiving services. The Palmer Police Department has taken a leadership role working with Hampshire Hope to provide training and implementation assistance to other Police agencies throughout Hampden County.

ACKNOWLEDGEMENTS

Congratulations and thank you to Officer William Bray for his retirement after 30 years of service!

I would like to thank members of our community for their continued support and encouragement. The individuals and businesses in this community have been exceptional community partners to work with to ensure the safety of our community. I would also like to thank the Palmer Town Council members for their ongoing support. I am grateful for the strong partnerships we have formed with the Palmer Public Schools, Pathfinder Regional High School, Palmer Board of Health, Palmer Department of Public works and the Palmer, Three Rivers and Bondsville Fire Departments. We thank you for your assistance and cooperation throughout the year.

I would also like to thank the civilian, sworn and volunteer members of the Palmer Police Department for their service to the community. I am at a loss for words that adequately express my deepest gratitude for their dedication and professionalism as they work tirelessly to keep our community safe.

DEPARTMENT OF PUBLIC WORKS

Rich Josephson, Interim Director
Kenny Lord, Wastewater Superintendent
Brett Crowther, Highway Foreman
Dave Handzel, Parks Dept Foreman
Jeff Pardo, Cemetery Foreman

54 New Staff

2,845 Tons of Salt

MISSION

The mission of the Public Works Department maintains the infrastructure of Palmer. Our DPW includes 4 divisions- Highway, Parks, Cemetery, and Wastewater. Our Highway Division is responsible for maintaining the town roadways. The Parks Division maintains our fields and public parks. The Cemetery Division oversees the four cemeteries in Palmer. The Wastewater Division maintains our storm water related issues including street sweeping, culvert and storm sewer maintenance, repair, and replacement, ditch cleaning, waterway monitoring, pond inspections, and erosion flooding related issues.

SUMMARY

Throughout the year, much of the department's scope of work is determined by the seasons and weather. Generally, in the Spring, Summer, and Fall months, crews concentrate efforts on maintenance of the roads and streets through street sweeping, patching potholes, repairing asphalt curbs, painting crosswalks, stop lines, railroad crossings, and traffic lines, mowing and trimming roadsides, fields, and town property, rubbish cleanup, parks maintenance, and public cemetery maintenance. Small construction projects such as rebuilding catch basins, manholes, drop inlets, drain lines, sidewalk repairs and assist other departments in other needs also occur during this time. In the Winter, attention is devoted to keeping the roads safe by being on call 24/7 to treat the roads during storms.

This past year, the first storm took place 12-3-2024, and the lasted through the last storm, 4-12-2025. In total, there were 22 snow and ice events totaling 38" for the season. Plowing occurred 8 times, and the remainder of the storms used sanding/salting. A total of 2,845 tons of salt and sand were used to treat the roads. Also this past year, a significant weather event took place in May when a severe thunderstorm hit the area causing a lot of tree debris. The crew spent two weeks cutting and chipping trees, to make our community safe from lingering branches.

The department also participated in beautification projects including adding planters along Main Street in Three Rivers across from a newly opened establishment. DPW also worked with the railroad to replace signage and freshly paint crossings utilizing the Railroads' funds. In coordination with Palmer High School, crew members created a new platform and installed the freshly refurbished and painted train at Depot Park (Continued on next page).

Visit the Department of Public Works webpage for announcements, permits, and additional information

SCAN ME

The department also coordinated with Ludlow Memorial Company to install a new monument they made at Oak Knoll Cemetery. The Department of Public Works utilized Chapter 90 funds to pave South Main Street/ four-way intersection Bondsville, Stimpson St, and a portion of Old Warren Road. Two culverts were relined, one on Rt. 181 and Smith Street utilizing Chapter 90 funds as well.

The Department expanded resources applying capital plan funds to purchase a new Western Star 10-Wheeler, an F-350 Pickup for Wastewater, and an F-350 Dump Truck for the Cemetery Department, and using budget funds, a snow pusher for our backhoe.

The Parks, Cemetery, and Wastewater Divisions each maintained their properties including- 25 town fields, parks, playground areas, facility grounds and school grounds for daily use and for community events, the 4 town-owned cemeteries, and the wastewater treatment plant and pump stations around the community.

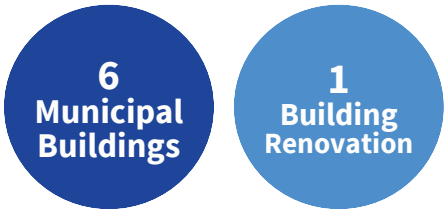
ACKNOWLEDGEMENTS

Thank you to the DPW staff for all the hard work they do throughout the year, for keeping our roads and community safe, and looking their best. Also, thank you to all the other town departments and personnel that have assisted the department throughout the year.

Department of Public Works tractor and Dump Truck resting after working on our fields.

FACILITIES

Todd Carney, Director



MISSION

The Facilities Department is dedicated to ensuring the safe, efficient, and optimal functioning of all municipal buildings in support of the Town's overall goals. Through proactive maintenance, timely repairs, and strategic improvements, we work to provide reliable, accessible, and well-maintained facilities for residents, staff, and community services.

KEY ACCOMPLISHMENTS AND PROJECTS

Over the past year, the Facilities Department completed a wide range of improvements at Town Hall focused on safety, accessibility, and building performance. Exterior upgrades included the completion of new front steps and a walkway, repainting the front entry, and enhancing overall security through the installation of security cameras and programmable locking doors. Critical infrastructure work was also addressed, including repairs to the previously non-functioning generator and upgrades to the HVAC system serving the newly renovated offices. Inside the building, accessibility was improved with the installation of new ceramic tile flooring in the handicap-accessible bathroom, ensuring durability and compliance with accessibility standards.

Significant progress was also made at the Council on Aging facility, where both structural and interior enhancements were completed. Masonry along the front of the building was repointed to preserve the exterior, while emergency and exit lighting were upgraded to meet current code requirements. Accessibility improvements included the installation of a new ADA-compliant handicap ramp. Interior improvements consisted of painting select areas of the building and installing new carpet in the front lobby, back hallway, and activities room, creating a more welcoming and functional environment for patrons and staff.

In addition to completed projects, several major initiatives are currently underway or planned, including replacement of a 25-year-old hot water tank, refinishing of the auditorium's hardwood flooring, replacement of aging boilers, and window replacement with restoration of surrounding frames. At the Milltown Animal Shelter, notable improvements were completed to modernize the facility and improve operations. These included removal of the incinerator, installation of epoxy flooring throughout the building, upgrades to interior lighting, addition of a dog wash tub, and repairs to the rubber membrane roof. Collectively, these efforts reflect the department's continued commitment to maintaining safe, efficient, and accessible municipal facilities for the community.

LOOKING AHEAD

We look forward to streamlining the operations to upkeep our municipal buildings and create a welcoming atmosphere for our community.

TOWN DEPARTMENTS

BOARDS, COMMITTEES, & COMMISSIONS

BOARD OF HEALTH

Nicole Gauthier, Health Director
Crystal Goddu, Health Clerk
Sydney Plante, Animal Control Officer
Chelsea Parsons, Public Health Nurse

MISSION

The mission of the Board of Health is to educate, promote, improve, and protect the health and well being of the citizens of Palmer, while contributing to building a healthy community and environment in which to live. We perform many important and crucial duties relative to the protection of public health, the control of disease, the promotion of sanitary living conditions, and the protection of the environment from damage and pollution.

SUMMARY

The Board of Health Agent serves as the chief public health enforcement official for the municipality, acting as the primary link between state public health regulations and local implementation. This role is responsible for administering and enforcing Massachusetts General Laws, the State Sanitary Code, and local Board of Health regulations to protect public health, safety, and environmental quality. The Agent advises the Board of Health, elected officials, and town departments on public health matters, interprets complex regulations, and ensures consistent, fair application of health laws across residential, commercial, and municipal settings.

On a daily basis, the Board of Health Agent conducts inspections and investigations related to housing, food establishments, septic systems, pools, camps, body art facilities, and other regulated activities. Responsibilities include responding to public health complaints, issuing permits and licenses, writing orders to correct violations, and following up to ensure compliance. The Agent also manages communicable disease reporting and response in coordination with the Massachusetts Department of Public Health, oversees nuisance and environmental health issues, and plays a key role in emergency preparedness, including weather-related events, public health emergencies, and shelter operations when needed.

In addition to enforcement and fieldwork, the Board of Health Agent performs significant administrative and community-facing functions. These include preparing reports, maintaining records, tracking fees and permits, and presenting cases and recommendations at public Board of Health meetings. The Agent regularly works with residents, business owners, contractors, and regional and state agencies to resolve issues through education and collaboration. Through a balance of regulatory enforcement, technical expertise, and public service, the Board of Health Agent helps ensure that community health standards are met while supporting sustainable growth and quality of life in Palmer (Continued on the next page).

Visit the Board of Health website for resources, permits, and additional information

SCAN ME

Board of Health Inspections FY25	
Sanitary Code & Nuisance Investigations	243
Title 5 (Septic)	110
Food Establishments, Retail, & Mobile Food	107
Tobacco Enforcement	1
Other (Includes Pre Occupancy, Body Art, & Body Works)	30
PVMCD EEE & WNV Positives	0

LOOKING AHEAD

The mission of the Board of Health is to educate, promote, improve, and protect the health and well being of the citizens of Palmer, while contributing to building a healthy community and environment in which to live. We perform many important and crucial duties relative to the protection of public health, the control of disease, the promotion of sanitary living conditions, and the protection of the environment from damage and pollution.

ANIMAL CONTROL

MISSION

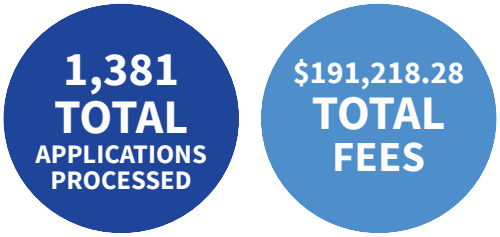
The goal of the Animal Control Department is to provide safe, humane shelter for unwanted, stray, abused and impounded dogs in accordance with state regulations. The Department is responsible for assuring the timely and effective enforcement of the town's ordinances and state laws. The Department strives to protect the public's health and safety from vicious, diseased or injured dogs, to educate the public about responsible canine care and ownership and to reduce the number of unwanted dogs in the community.

We believe that our entire community is benefited by the compassion and humanity shown in caring for animals which have been discarded. The animals cannot speak for themselves; we will speak for them by providing a clean and safe environment for them until they move on to their next home.

Mill Towns Regional Animal Control Response		
Palmer	1,102	Monthly Average ~ 92 Calls
Ware	811	Monthly Average ~ 67 Calls
Monson	448	Monthly Average ~ 38 Calls
Brimfield	52	Monthly Average ~ 4 Calls

BUILDING, ZONING, INSPECTION SERVICES

William Fenner, Building Commissioner & Zoning Enforcement Officer
Gerry Weston, Electrical Inspector
Gary Stahelski, Plumbing/ Gas Inspector
Ed Kent, Alternate Plumbing/ Gas Inspector
Emily Malcovsky, Administrative Assistant



MISSION

The mission of the Building Department is to provide for public safety through the administration and enforcement of the State Building, Electrical, Plumbing and Gas Codes and the enforcement of the Zoning By-laws of the Town of Palmer.

SUMMARY

Throughout the year, the inspectors collaboratively worked with business owners and community members to safely complete projects. The Building Department processed a total of 1,381 applications, generating $191,218.28 in permit and inspection fees. This activity reflects a steady level of development and ongoing investment across both the commercial and residential sectors within the community.

Residential permitting activity remained strong, with 536 residential applications processed and 461 permits issued, generating $78,205.03 in fees. This included 8 new single-family homes, 1 accessory dwelling unit (ADU), and 76 solar installations, along with 379 other residential projects such as renovations and alterations. Additional residential activity included 80 summer camp applications and 10 shed permits, reflecting seasonal and accessory development throughout the community (See table reflected on next page).

Commercial activity accounted for a significant portion of departmental workload and revenue (See table 2 reflected on following pages). The department processed 101 commercial building permit applications, with 70 permits issued, generating $39,012.25 in fees. In addition, 52 applications for Certificates of Inspection resulted in 142 certificates issued, totaling $14,380.00. Trade permits continued to represent a large share of commercial activity, including 349 electrical applications, 142 plumbing applications, 75 gas applications, and 18 mechanical applications, collectively producing substantial fee revenue. Other notable commercial permits included sheet metal, signage, sprinkler/fire alarm systems, and temporary structures. Two specialty programs—Commercial Fast Track permits and Residential Fast Track permits—were processed during the fiscal year but have since been removed for FY 26.

Overall, the volume and diversity of applications demonstrate continued growth, reinvestment, and regulatory oversight across building, safety, and construction activities (Continued on the next page).

The department remained focused on timely review, compliance with applicable codes, and consistent customer service while supporting both economic development and public safety objectives. Also to note, this year was the first full year of using online permitting. We are pleased to say 54% of the submitted applications came from the online system.

In addition to the data previously mentioned, many letters were sent regarding building and / or zoning issues, complaints regarding building without proper permits in place, possible zoning violations and unsafe structures. Many of these issues are dealt with quickly and without further incident. There is also a steady stream of phone calls daily from people with permitting questions, code questions, zoning questions and permitting history for specific properties are also addressed.

See the tables for total Residential and Commercial Applications on the next page.

LOOKING AHEAD

In the coming year, the department will focus on strengthening collaboration with commercial professionals and homeowners to promote safe construction practices and regulatory compliance. Outreach efforts will emphasize education on permitting requirements, inspection processes, and best practices to help applicants navigate projects more efficiently.

The department will also continue to streamline internal processes, with an emphasis on expanding and improving online applications and permitting services. These improvements are intended to reduce processing times, enhance transparency, and provide greater convenience for contractors, design professionals, and residents alike.

Photography Contest Submission by Dana C. titled, "Old Barn, State St."

View Permits, Fee Schedules, and other information posted on the Town's Website.

SCAN ME

RESIDENTIAL APPLICATIONS

Category	Applications	Issued	Fees Collected
Residential Applications (Total)	536	461	$78,205.03
New Single-Family Homes	8	—	Included above
Accessory Dwelling Units (ADU)	1	—	Included above
Solar Applications	76	—	Included above
Other Residential Applications	379	—	Included above
Residential Fast Track (Removed FY26)	19	21	$1,585.00
Shed Applications	10	6	$309.00
Solid Fuel Appliance	12	13	$570.00
		TOTAL:	**$80, 669.03**

COMMERCIAL APPLICATIONS

Category	Applications	Issued	Fees Collected
Certificates of Inspection	52 applications / 142 certificates	—	$14,380.00
Summer Camp Applications	80	—	—
Commercial Applications	11	—	—
Commercial Building Permits	101	70	$39,012.25
Commercial Fast Track Permits (Removed FY26)	1	1	$100.00
Electrical (Commercial)	349	313	$27,150.00
Gas (Commercial)	75	80	$8,680.00
Mechanical	18	18	$1,065.00
Plumbing (Commercial)	142	141	$12,072.00
Sheet Metal	40	31	$2,280.00
Sign Applications	10	5	$2,400.00
Sprinkler / Fire Alarm	15	13	$3,350.00
Tent / Temporary Structures	3	3	$60.00
		TOTAL:	**$110,549.25**

COMMUNITY DEVELOPMENT

John Latour, Community Development Director
Chris Dunphy, Community Development Assistant
Michele Kaczmarczyk, Administrative Assistant
Peiwhiet Tim, Administrative Assistant

MISSION

The Community Development Office intends to revitalize Palmer by meeting the housing and service needs of the low- and moderate-income population; building and repairing infrastructure vital to the health and safety of the residents; and supporting business development and retention.

SUMMARY

The Community Development Office plays a central role in advancing local planning, housing, and economic development initiatives that strengthen neighborhoods and support residents. The office coordinates long-range planning efforts, administers local development programs, and serves as a liaison between municipal leadership, residents, businesses, and state and federal agencies. A key responsibility is identifying funding opportunities and managing grants that address infrastructure, public facilities, housing rehabilitation, accessibility improvements, and services for low- and moderate-income households.

A major component of the office's work is administration of the Executive Office of Housing and Livable Communities (EOHLC) Community Development Block Grant (CDBG) program. Through this competitive state-funded program, the office oversees the full lifecycle of CDBG grants—from application preparation and public outreach to project implementation, regulatory compliance, and closeout. Responsibilities include conducting community needs assessments, coordinating required public hearings, developing grant proposals aligned with state priorities, and ensuring funded projects meet eligibility and national objective requirements. The office also manages procurement processes, environmental reviews, labor standards compliance, financial reporting, and ongoing communication with EOHLC grant managers.

By effectively administering the EOHLC CDBG program, the Community Development Office helps secure critical investments that improve public infrastructure, expand housing opportunities, eliminate blight, and support economic development. The office ensures transparency and accountability in the use of public funds while delivering measurable community benefits. Through strategic planning and careful grant management, it advances projects that enhance quality of life, promote equitable growth, and support long-term community sustainability
(Continued on next page).

Sign up to receive email notifications when public hearings, updates, and other information are posted on the Town's Website.

SCAN ME

EOHLC FY22–FY23 Grant Overview

The Executive Office of Housing and Livable Communities (EOHLC) awarded Palmer a combined FY22 and FY23 Community Development Block Grant to support critical infrastructure and community initiatives. The grant funded improvements on Maple Street, design services for Maple Terrace, community social services, and administrative costs. These efforts complement the prior FY21 Hryniewicz Park Renovation project.

Construction on Maple Street and Maple Terrace commenced on May 5, 2025, with A. Martins and Sons Inc. of Ludlow, Massachusetts, serving as the contractor. Weston & Sampson provided consulting services for construction monitoring and administration. The project is substantially complete, with only minor punch list items scheduled for completion in Spring 2026.

Savings from the project have been allocated to additional initiatives, including a Slum and Blight designation study for a section of Three Rivers, conducted by the Central Massachusetts Regional Planning Commission. If approved, this designation will enable future infrastructure improvements. Additionally, the Center for Living & Working, Inc. has been engaged to develop an ADA Transition Plan. Both projects are nearing completion, and reports will be issued shortly.

An extension of the grant period has been requested through June 2026 to finalize these activities.

DHCD CDBG 2022-2023 GRANT YEAR
TABLE 1 FY2022 - 2023

Activity Grant Period 7/1/2023 to 12/31/2025	Award Amount	Spent to Date	
		Expenses	% Spent
Program Delivery	$82,215	$54,003	65.70%
Streets/Sidewalks	$900,000	$858,094	95.30%
7 Other Planning	$118,300	$45,914	38.80%
Program Delivery	$12,269	$12,269	100%
Domestic Violence Prevention Services	$45,375	$41,701	91.90%
Domestic Violence Prevention Services	$15,000	$14,925	99.50%
Job-related Transportation Assistance	$38,572	$38,572	100%
General Admin.	$138,269	$84,931	61.40%
TOTAL	**$1,350,000**	**$1,150,409**	**85.20%**

EOHLC FY24 CDBG Grant:

FY24 Grant was awarded to Palmer on July 22nd, 2024. The primary goals are similar to the FY22-FY23 Grant above, The completion of the Maple Terrace Infrastructure project in this grant. The Maple Street and Maple Terrace construction started on May 5th, 2025. A. Martins and Sons Inc. of Ludlow Massachusetts received the award. Weston and Sampson are project consultants for construction monitoring and administration. This project has been completed except for punch list items which will be completed in the Spring of 2026. We have requested an extension to this grant until June 2026. See the corresponding table on next page.

DHCD CDBG 2023-2024 GRANT YEAR TABLE 2 FY2024			
Activity Grant Period 7/1/2023 to 12/31/2025	Award Amount	Spent to Date	
		Expenses	% Spent
Program Delivery	$35,540	$7,386.71	20.8%
Streets/Sidewalks	$821,500	$668,815.53	81.4%
Program Delivery	$4,108	$0	0%
Job-related Transportation Assistance	$38,572	$17823.60	46.2%
Domestic Violence Prevention Services	$10,825	$6092.00	56.3%
General Admin.	$39,455	$8022.37	20.3%
TOTAL	**$950,000**	**$708,140.21**	**74.5%**

EOHLC FY25 CDBG Grant:

The Palmer Town Council and Town Manager approved the Community Development Department's request to apply for the Massachusetts Executive Office of Housing and Livable Communities (EOHLC) FY25 CDBG Grant funds for $850,000 on December 9th, 2024. We have been notified that Palmer has received this grant. The grant will fund infrastructure-related work and design work for Front, Park and Kelly Streets and construction of Front and Park Streets (Three Rivers), local social services, and general administration funds. The grant will be administered for 18 months (Continued on next page).

DHCD CDBG 2024-2025 GRANT YEAR TABLE 3 FY2025			
Activity Grant Period 7/1/2023 to 12/31/2025	Award Amount	Spent to Date	
		Expenses	% Spent
Program Delivery	$71,757	$0	0%
Infrastructure Construction (Design Clerk)	$628,000	$0	0%
Social Services Delivery	$4,343	$0	0%
Social Services DVTF	$14,051	$0	0%
Social Services Patch	$0	$0	0%
Social Services Connect	$38,572	$0	0%
General Admin.	$93,277	$0	0%
TOTAL	**$850,000**	**$0**	**0%**

Other:

John J Mullen Sr and Beatrice M Mullen Family Charitable Foundation: The Mullen Family Charitable Foundation has donated significant funds over the past several years to fuel assistance for low-income Palmer residents. Currently the Mullen Family has donated $7,500 to provide fuel to Palmer residents.

Leo S Walsh Foundation: We still have 10, 344.00 to aid in new plantings around the gazebo and memorial at Hryniewicz Park and with additional donations we hope to install sunshade-covered picnic tables to the park area. Spending was postponed due to the construction project this spring on Maple Street and Maple Terrace.

The Palmer Fuel Assistance Program: To date we have assisted 133 Palmer families with an average of $576.00 per household. We have additional surplus funds from the FY22-23 grant which we hope to be able to use for this program. Pending public hearing on December 8th, to reallocate funds. We have also applied to Country Bank for their Community Giving Program which will be used for fuel assistance. We are continuing to take applications for fuel assistance and prioritizing them. As of today, we have 30 families hoping to get funds.

Emergency Housing Rehabilitation: With surplus funds from the FY22-23 grant we will submit to reallocate funds to do emergency housing rehabilitation projects. Roofs, heat, water. This will be for emergency projects only.

LOOKING AHEAD:

EOHLC FY26 grant application is due in March of 2026. We will request funds to do construction of Park and Front Streets; social services and general administration Grant will be administered for 18 months. Time of performance October 1, 2025 – March 31, 2027.

We look forward to working and helping the community in 2026!

Hryniewicz Park upgrades utilizing CDBG funds.

Children playing at the playground at Palmer Public Schools.

FEATURED PARTNERS

The Community Development Office partners with these committees/groups:
Quaboag Valley Community Development Corporation (QVCDC)
Palmer Domestic Violence Task Force (DVTF)
Pioneer Valley Planning Commission
Palmer Council on Aging · Wayfinders

CONSERVATION

Jessica Ladin, Conservation Agent

33 Permits Issued

2 Events Hosted

MISSION

The mission of the Palmer Conservation Commission is to protect wetlands and resources in the town of Palmer through acquisition, management, education, and regulations; to act as a liaison between the public and other governmental agencies in protecting our natural resources; and to become an environmental/educational resource for citizens, groups, organizations, as well as local, State and Federal agencies.

The Palmer Conservation Commission and its Agent (The Commission) administer and enforce the Massachusetts Wetlands Protection Act (WPA) (M.G.L. Chapter 131 Section 40) and associated regulations (310 CMR 10.00). The eight main interests of the Wetlands Protection Act that are essential for maintaining the health and well-being of ecosystems and communities, include: protection of public and private water supply, protection of groundwater supply, flood control, storm damage prevention, prevention of pollution, protection of fisheries, and the protection of wildlife and plant habitat.

The Commission also reviews all Forest Cutting Plans within the town, all septic system plans within the jurisdiction of the WPA and any project within areas of protected rare/endangered species and/or priority habitat governed by the National Heritage Endangered Species Program (NHESP), a division of the Massachusetts Fisheries & Wildlife.

The Conservation Commission is made up of seven appointed town officials who volunteer their time for meetings and site visits. During FY25 the Commission welcomed Courtney Guidry, who replaced Naomi Ellis.

SUMMARY

During FY25, the Palmer Conservation Commission held 20 public meetings, typically the first and third Tuesday of each month, and performed numerous site inspections to ensure compliance throughout every phase of construction from pre-activity to final site stabilization.

Total Permits issued in FY25:

- Determination of Applicability: 10
- Orders of Conditions/Amended Orders of Conditions: 7
- Extensions of Orders of Conditions: 5
- Enforcement Orders/Cease and Desist Letters: 4
- Emergency Certifications: 2
- Certificates of Compliance: 5

(Continued on next page)

Sign up to receive email notifications when news, agendas, minutes, and other information are posted on the Town's Website.

SCAN ME

Additionally, the Agent performed 22 well and septic reviews, 47 building permit site inspections, and 5 administrative approvals, to ensure that all projects have been reviewed for Commission jurisdiction before further approval.

KEY ACCOMPLISHMENTS AND PROJECTS

2025 Earth Day Cleanup: The Conservation Commission held the 6th annual Earth Day Cleanup at Hyrniecwicz Park on April 20th from 9am to 12pm. This event was town-wide and encouraged volunteers to spread out through Palmer and clean-up their own neighborhoods or favorite spots in town. Approximately 30 volunteers participated, filling a 30-yard dumpster with trash from roadsides, conservation areas, parks, and rivers.

Pollinator Garden at Town Hall: HHCD funding for trees and shrubs; ARPA funding for herbaceous plants. Volunteers from the Commission and community came together to plant the new garden, which serves as a demonstration and educational garden for residents.

C4R Water Sampling and Blue Trail: During the summers of 2024 and 2025, the Palmer Conservation Commission partnered with Chicopee 4 Rivers Watershed Council (C4R) for the 10th and 11th years to conduct bacteria sampling at town rivers and waterbodies. Results can be found on the Connecticut River Conservancy's "Is it Clean?" website and the Town of Palmer Conservation webpage. This monitoring effort informs the public whether it is safe to participate in recreational activities by MassDEP's water quality standards. Samples were taken from 7 sites in the watershed, from early June to early September. Sampling locations included the Swift River at First Street, the Ware River at State Street, Forest Lake Beach, and four points along the Quaboag River including off Water Street, Route 20, Route 67, and below Route 32 bridge. C4R also conducted reconnaissance river paddles, to help determine the best spots for kayak access on the Quaboag River, in coordination with development of the regional "Blue Trail" on the Quaboag, Ware, Chicopee, and Swift Rivers.

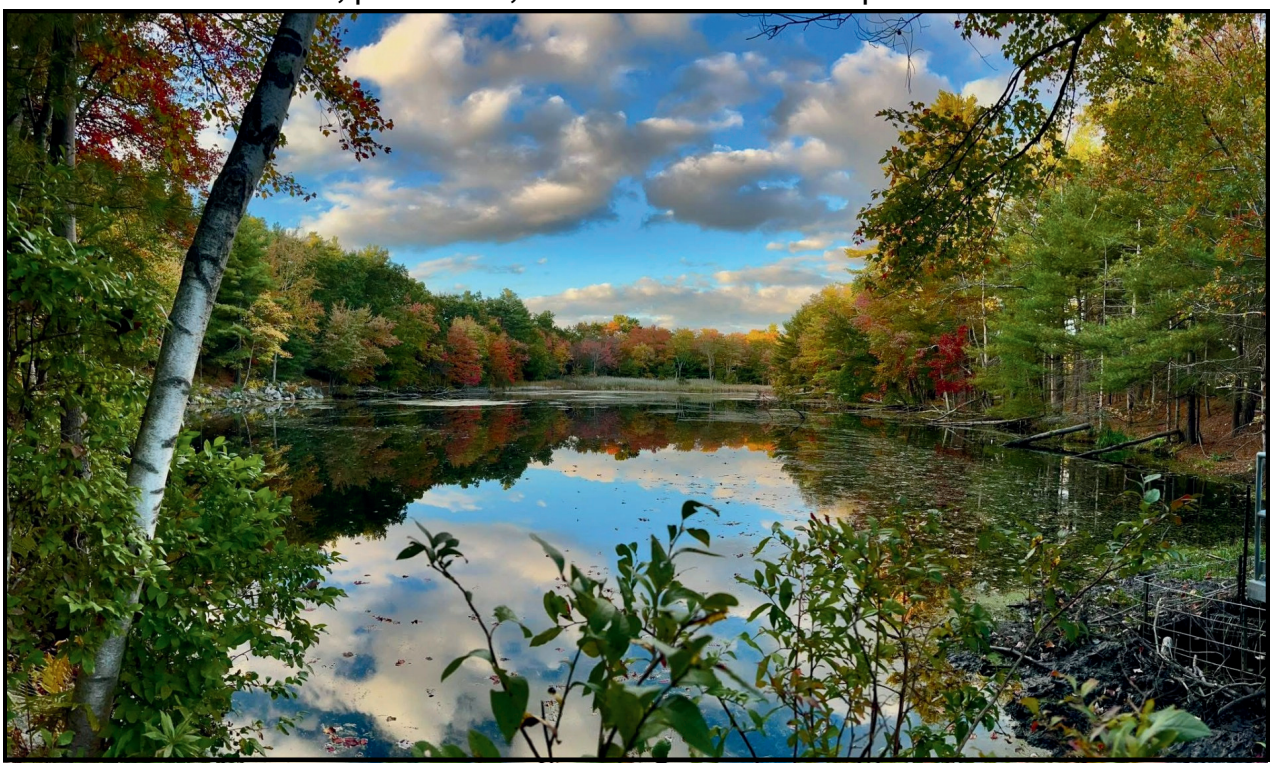
Commission and community members worked together to create and plant a new garden at the Town Administration Building.
Photographed in the middle, Scout Troop 64 installing a kiosk at Barker Conservation Area.

Chicopee 4 Rivers (C4R): C4R will continue to work with Palmer to advance Town goals listed in Palmer's Open Space and Recreation Plan, such as identifying river access locations and opportunities for outdoor recreation for residents of all ages. In FY26, Palmer will continue water testing, as well as continue improvements to select sites for kayak access along the mapped Blue Trail.

DER Stream Continuity Program: Culvert Replacement Municipal Assistance (CRMA) Grant and the Culvert Replacement Training Site Initiative: During the planning and design phase of this culvert replacement and stream crossing restoration project, Palmer will serve as a training site to teach local roadway managers about culvert replacements in Massachusetts. The Conservation Department will provide staff hours for permitting, community outreach, and other technical assistance as needed.

ACKNOWLEDGMENTS

The Palmer Conservation Commission would like to thank all the volunteers who have offered their time, expertise and support this past year. It is because of community support that we can keep our conservation areas maintained, preserved, and accessible to the public.



Photography Contest Submission by Jessica L. titled, "Mongo Pond, Shearer Street."

Photography Contest Submission, Series of Three Photos titled, ""Ruby Throated Hummingbird, Smith St." by Brandon K.

PLANNING, ZONING & ECONOMIC DEVELOPMENT

Heidi Mannarino, Town Planner
Maxwell Ballou, Administrative Assistant

MISSION

The Planning, Zoning, and Economic Development Office is committed to guiding responsible growth, protecting community character, and fostering a vibrant local economy. Through thoughtful planning, fair and consistent zoning administration, and strategic economic development initiatives, we support sustainable land use, strengthen neighborhoods, and promote investment that enhances quality of life for residents and businesses.

SUMMARY

In addition to regular duties supporting the Planning Board and Zoning Board of Appeals, Planning Department staff have continued to meet with residents, contractors, and developers to assist in navigating local regulations, provide education on local planning goals, and facilitate a user-friendly permitting process. This includes supporting business owners by connecting them with local resources and helping identify appropriate parcels or zones that may fit their needs. Staff also regularly work with other Town Departments, regional agencies, and surrounding communities to support regional projects and provide local insight.

The Town Planner currently sits on the Palmer Station Steering Committee and the Community Development Advisory Committee, and has attended meetings and events with several local groups such as Pioneer Valley Planning Commission, Quaboag Hills Chamber of Commerce, the Masterplan Implementation Committee, and Hampden Hampshire Conservation District. In FY25, the Planner also worked in conjunction with the Conservation Department to coordinate the implementation of a demonstration pollinator garden within underutilized open space at the Town Offices.

The Planning Department has submitted 5 grants pending review for FY26. Applications for new projects include a MassTrails Grant to conduct a feasibility study to assess preferred alignment for the Massachusetts Central Rail Trail, a Community Planning Grant (Continued on next page).

Visit the Planning Department webpage for project updates, resources, permits, and additional information

SCAN ME

(through One-Stop for Community Growth) to consider adoption of form-based code in the Village Center I District, and a Municipal Vulnerability Preparedness (MVP) grant for a Town-wide "blueprint" of recommended stormwater infrastructure improvements. Applications for existing projects include a MassWorks Grant (through One-Stop for Community Growth) for the construction phase of the Thorndike/Shearer sewer project and a DER Culvert Replacement grant for the final design and permitting of the Bacon/West Ware Rd culverts.

GRANT FUNDING, KEY ACCOMPLISHMENTS, AND PROJECTS

During FY25, the Planning Department received 39 applications, 2 Special Permit , 5 Site Plan Approvals , 3 Stormwater Permits, proposed 2 zoning map amendments, proposed 1 zoning ordinance amendment, endorsed 10 SANR plans and the Zoning Board of Appeals received 2 applications. The Planning Department was also a warded 4 grants as follows:

- Rural Development Fund (One-Stop for Community Growth): $430,000
  - Funds will be used to advance design/engineering to 100% for sewer infrastructure improvements on Thorndike & Shearer St. This includes replacement of an aging sewer siphon on Thorndike St, extension of the sewer line down Shearer Street, and installation of a new pump station near the Turnpike overpass.
- Green Communities Grant: $118,575
  - Funds will be used to replace an existing condensing unit at the Wastewater Treatment Plant with an air-source heat pump. This is a necessary capital improvement as the existing unit appears to be original to the building, which was built in 1978.
- District Local Technical Assistance Grant, Pioneer Valley Planning Commission (PVPC): $10,000
  - Funds will be used to assist in updating the Table of Use for Business and Residential zoning districts. Recommendations will include refining or expanding listed uses, clarifying definitions, and reformatting Tables to be more user-friendly.
- Division of Ecological Restoration's Culvert Replacement Municipal Assistance Grant Program: $263,000
  - Funds will be used for field data collection and preliminary design/engineering for the replacement of two degraded, undersized culverts on Bacon Road and West Ware Road. The replacement of both culverts is anticipated to improve natural stream processes, remove barriers to wildlife movement, and reduce flooding events upstream and downstream of these structures.

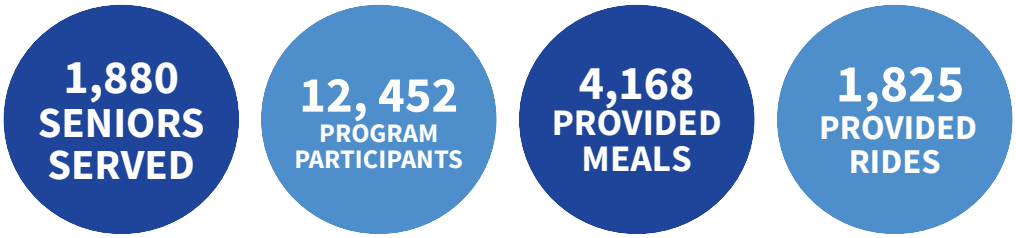
LOOKING AHEAD

FY26 will have a strong focus on revisions to the Zoning Ordinance, especially in anticipation of the formation of an Ordinance Review Committee. With support of staff, the Planning Board will begin to pursue comprehensive updates to the Ordinance to address barriers to desired growth and development, while also revising unclear or outdated language. State led Accessory Dwelling Unit (ADU) zoning reform has also brought the need to revise local regulations. The Department will be continuing its efforts to update the Stormwater Ordinance as well to comply with current standards.

Over the next few years, the Planning Board & Staff will be pursuing grants to improve multi-modal transportation surrounding the potential rail-stop. As previously mentioned, the Department will be applying for a Community Planning Grant to assist the Town in its consideration of form-based code in Village Center I (VCI) district (also known as Depot Village), which would include expanding this district to include the rail-stop area. Form-based code provides a framework that focuses primarily on the physical character of development; controlling the interaction between buildings, facades, streets, and public spaces. This new zoning will create standards that promote walkability, enable greater mixed-use development, and create an economically vibrant downtown.

COUNCIL ON AGING

Marlene Johnson, Executive Director
Cindy Jasak, Outreach Coordinator
Lisa Jacques, Activities & Volunteer Coordinator
Lisa Contrino, Activities Assistant
Terry Coty, Administrative Assistance & Volunteer Driver Coordinator
Bonnie Germaine, Administrative Assistant
Claudia Winkler, Meal Site Coordinator
Rich Mailloux, Full Time Driver Van Driver
Larry Aresco, Part Time Van Driver
Tom Masotti, Part time Maintenance/Custodian



MISSION

The mission of the Palmer Council on Aging/Senior Center is to identify the total needs of the senior population, to promote and encourage new and existing activities, to provide services and education to enhance the quality of life for elders and to assist elders to age with dignity and independence. Senior Center staff are responsible for creating an atmosphere that acknowledges the value of human life, affirms the dignity and self-worth of the older adult participant, and maintains a climate of respect, trust, and support. Within this atmosphere, the staff creates opportunities for older adults to apply their wisdom, experience, and insight and to exercise their skills.

SUMMARY WITH KEY ACCOMPLISHMENTS & PROJECTS

The senior center was able to provide a broad range of services to Palmer's 60+ populations during the Fiscal period July 1, 2024, through June 30, 2025. The 2020 Census shows that there are 3,446 senior citizens in the Villages of Palmer (age ranged from 60- 85+). Of the 3,446 Senior Citizens of Palmer, approximately 1,880 unduplicated elders received a direct or in-direct service from the Council on Aging. The center will continue with monthly foot care with Kylie Putis on the first Thursday of the month. We also added Pat Prew, RN for wellness and blood pressure checks every Friday from 9- 11:00 am.

We recently added 3 new exercise programs, we added Healthy Bones and Balance on Monday at 12:30, Pyio (which includes Pilates, Zumba and Yoga) on Tuesday and Thursday evenings at 5:00 and Tai Chi on Thursday's at 11:30 am. On Monday's from 4:30- 7:30 pm the center is providing meals, entertainment and various other programs. To meet the social needs, we continue with card playing, marathon bingo, movies on Friday's, Wii games, word games, trivia, weekly pitch, painting, and crafts with Sunshine Village. The past fiscal year we had 12,452 signs in for all our events, services, and programs (Continued on the next page).

Visit the Council on Aging website for resources, events, and additional information

SCAN ME

Outreach continues to be a much needed and utilized service to the elderly of Palmer. There were 578 unduplicated seniors who received services through the center's outreach program. A total of 1,016 duplicated service units; including, but not limited to, home & office consultation, phone consultation, fuel assistance, Knox boxes, housing, family support, insurance, nutrition, cell phone, medical, homecare, nursing home, elder abuse, utilities, and support services.

Our Outreach Coordinator is S.H.I.N.E. certified and can assist our elders with health insurance. We will continue to provide a free S.H.I.N.E. by phone from the Springfield Agency and once a month on Thursday during open enrollment. Please review the newsletter as needed for available times. The center provided RUOK phone calls this past fiscal year we had twenty-four unduplicated seniors with a total of 327 calls made.

The center offers breakfast and lunch Monday-Friday. Monday, Wednesday, and Friday we serve lunch from 11:30-12:00 pm from Greater Springfield Senior Services and breakfast on Tuesday and Thursday from 9:30-10:00 am with trivia to follow. Last fiscal period we served 3,712 meals for our lunch program and 456 meals for our breakfast. The center still provides meals on wheels which goes through Greater Springfield Senior Services.

We provided transportation services for the Villages of Palmer elders. This past fiscal year, we serviced 158 unduplicated passengers, with a total of 1,825 rides which includes both vans and senior volunteer driver program.

There have been no changes in the distribution of Brown Bags. We provided a total of 852 bags. The center was fortunate this year to collaborate with Fallon Health Care and MCOA for grants this past fiscal period to provide fresh produce on a weekly basis for 18 weeks total which is 630 participants. We received twenty-five farmer market coupons valued at $ 25.00 each to equal $ 1250.00, from Greater Springfield Senior Services.

The center is still contracted with Senior Community Service Employment Program to assist 55 + year old seniors who are looking to get back into the work force or start a new career. SCSEP is the largest program offered by the Center for Workforce Inclusion. If anyone over 55+ is interested in getting back into the work force, please stop by the center to fill out an application and we can connect you with the employment program from Springfield.

The above program is under Title V of the Older Americans Act; as well as state and local grants which enable them to help thousands of low-income individuals, age 55 and older. The participants are placed in the community service positions (like the center) they are paid through the program but provide a service at the center, presently we have one senior who presently works as an assistant with our Activity Coordinator, Lisa Jacques. The center has finished our action plan for Age/Dementia Friendly community, and we recently were accepted through MCOA and waiting on AARP for the final status.

ACKNOWLEDGEMENTS

Last fiscal period we had eighteen volunteers who donated 1,252 hours of their time to the senior center, which equals $18,476.00 worth of services according to Elder Affairs. THANK YOU!! The center received over $60,000 in grant money last Fiscal Period.

I would like to thank all the staff, volunteers, and Council on Aging Board Members. Presently, the senior center is looking for volunteers to create another Friends group. If interested in being on the committee please call the center at, 413-283-2670, meetings will be announced in early 2026 for the upcoming fiscal period. This new group will be able to support the center through fund raising, the group will be registered with the state as a non-profit.

RECREATION

VACANT, Recreation Director

MISSION

The Palmer Recreation Department strives to provide inclusive, diverse recreational opportunities that promote health, community, and engagement. We aim to enhance the quality of life through safe, accessible, and enjoyable programs for all residents

SUMMARY

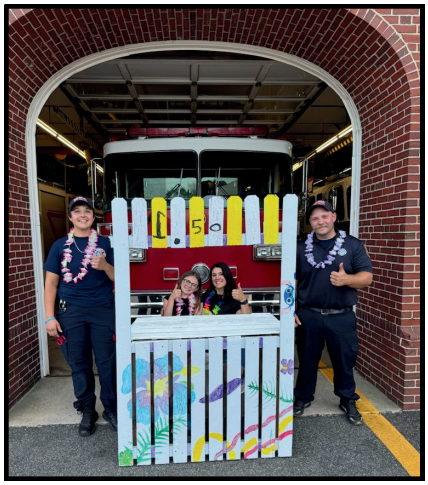
The Recreation Committee increased community engagement by establishing social media pages on Facebook and Instagram, launching a MyRec page, and sought feedback on fulfilling the Director Role.

The committee is pleased to report, we successfully hosted our 2nd annual Lemonade Day, an event, "Teaching our youth financial literacy and bringing communities together, one stand at a time." We thank Palmer Public Library, Steaming Tender, Palmer Depot Fire Department, Depot Village Station, Girlie's Cakes, Palmer Police Department, 4170 Main St., Bondsville Fire Department, 118 Bourne Street, Three Rivers Fire Department, 352 Springfield Street, and J. Stolar Insurance Co. for sharing your locations for our children's lemonade stands.

We also thank our sponsors, The Town of Palmer, Palmer Public Library, Palmer Police Department, Professional Fire Fighters of Palmer, The Three Rivers Chamber of Commerce, Country Bank, J. Stolar Insurance Co. Palmer Domestic Violence Task Force, St. Stanislaus Polish Club and Pulaski Park, Girlie's Cakes, Steaming Tender, and Pam's Projects.

LOOKING AHEAD

Palmer Recreation will continue collaborating internally with our town departments, and externally with community groups. We aim to be a resource and a liaison for the youth sport teams in the community. Additionally, we continuously seek opportunities to utilize regional resources to offer more programs to our community across all ages and abilities.



Visit the Recreation Department webpage to access information regarding our fields, events, and more

SCAN ME

VETERANS' SERVICES

Tina Brohman, Veteran Service Officer

MISSION

The mission of the Palmer Veterans' Services Department is to deliver comprehensive support and advocacy for veterans and their families, ensuring they have access to benefits, resources, and programs that honor their service and enhance their quality of life.

SUMMARY OF KEY ACCOMPLISHMENTS & PROJECTS

The Veterans' Services Department aids service members, veterans, surviving spouses, and dependents in the community by helping them learn about, apply for, and sometimes receive benefits. We provide information, advice, and assistance to help them secure the benefits to which they are entitled, covering areas such as employment, vocational training, education, hospitalization, medical care, pensions, and other veteran benefits. Additionally, the department assists with applications for various programs and benefits, including but not limited to VA Compensation & Pensions, VA Health Care, MGL Ch115 Veterans' Benefits, Readjustment Counseling Services (Vet Center), Mental Health Care, Emergency & Transitional Housing, Community Housing, Fuel Assistance, and SNAP.

Each year, the department organizes community events to honor veterans and their families. In the past year, our Memorial Day ceremony attracted around 200 attendees, the Veterans Day ceremony drew about 300 participants, and the Veterans Day luncheon welcomed approximately 100 guests. We also held collaborative monthly coffee hours and complimentary luncheons. This year, a new initiative called "Know it Before You Need It" was launched at the public library, featuring speakers aimed at educating veterans and their families on various topics.

LOOKING AHEAD

The Veterans Services Department plans to continue collaborating with neighboring veteran organizations to enhance outreach efforts, particularly to reach veterans and families in underserved rural areas.

Furthermore, we aim to strengthen our partnership with the Palmer School District to ensure that military-connected students feel supported and understood, enabling them to thrive academically despite the challenges posed by military life.

Visit our website, townofpalmer.com/veteran

Additional Resources:
Veterans Crisis Line: 988, Press 1 or 1.800.273.8255, Press 1
Text Veterans Crisis Line: 838255
Chat Veterans Crisis: veteranscrisisline.net/get-help/chat

SCAN ME

AMVETS

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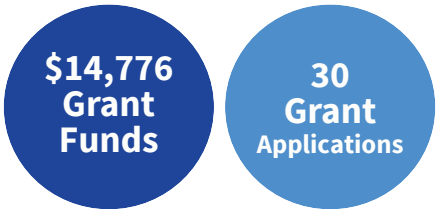
CULTURAL COUNCIL

Beth Zelazo, Chairperson
Kathy Scarglia, Treasurer
Janice Fountain
Jan McCoy
Chris Reim
Tyler Allen
Lisa Newton
Josephine Fitzgerald



MISSION

The Palmer Cultural Council (PCC) mission is to support public programs that advance the Commonwealth's creative and cultural sector and to foster a rich cultural life in our community. Local decision-making is an integral element of this system. The PCC has the right and responsibility to award grants that address cultural needs specific to Palmer residents. Funds for the grants are allocated by the Mass Cultural Council.

SUMMARY

For Fiscal Year 2026, the Mass Cultural Council allotted the PCC $14,776 which when combined with the local balance of $326.08 resulted in $15,102.08 available for Palmer grants.

The PCC received 30 grant applications for FY'26. We denied 12 and awarded funds to 18 applicants for a total of $15,102.00. The grants included funds for five Palmer Public School field trips, six Council on Aging programs, one Palmer/Monson Family preschool program, community Jazz and Blues Concert, four 250th Anniversary celebration events/tours, and one grant supporting Old Mill Pond's Beginning Band Program (See next page for full details).

LOOKING AHEAD

In order for the Palmer Cultural Council to continue accepting and awarding cultural grants, we are seeking new members. Local cultural councils must have a minimum of five appointed members. We are also exploring the idea of adding youth members to our council. A community survey needs to be conducted every three years and should be accomplished in 2026.

Connect with us! Email; palmerculturalcouncil@gmail.com or visit our Facebook page Palmer Cultural Council Arts and Humanities

SCAN ME

PALMER CULTURAL COUNCIL FY25 GRANT RECIPIENTS	
Program / Event	**Amount**
Summer Kick-Off Community Fair	$350
OMP Grade 1 Field Trip to Worcester Ecotarium	$1,500
Palmer Public Library Summer Family Series	$500
OMP Grade 2 Field Trip to the Boston Museum of Fine Arts	$750
World Heritage Celebration at PHS	$850
OMP Grade 4 Field Trip to Connecticut Science Center	$1,000
OMP Multicultural Education/Awareness: Art, Nature, and Horticulture	$800
OMP Fifth Grade Ecology Field Trip to Saco, ME	$3,688
PHS Seventh Grade Program – Wingmasters: Bird of Prey	$750
PHS Community Garden	$300
Pre-School Pumpkin Patch and Petting Zoo	$375
PHS Eighth Grade Trip to Hanover Theater	$900
OMP Third Grade Field Trip to Old Sturbridge Village	$1,400
OMP Grade 2 Field Trip to the Springfield Science Museum	$1,080
Pathfinder Tech Teen and Adult Zine Making Workshop	$1,200
Council on Aging – Eclipsed! 2025 Program	$300

Photos from Palmer Public Schools highlighting field trip groups made possible by PCC Funds

Grade 1 at the Ecotarium in Worcester

Grade 3 heading to Sturbridge Village

Grade 4 at the Connecticut Science Museum

HISTORICAL COMMISSION

Patience Hartley, Chairperson
Frances Nowak, Treasurer
Stephen Nowak, Chairman Emeritus
Michael Korzec
Patricia Bradley
Frank Trzepacz
Helene O'Connor, Associate Member and Palmer Public Library Liaison
Virginia Masnicki, Associate Member

MISSION

The Palmer Historical Commission consists of seven full members appointed jointly by the Town Manager and Town Council, supported by an unlimited number of associate members who contribute their time, expertise, and enthusiasm to the preservation of our community's heritage.

The Commission is dedicated to identifying, documenting, and protecting the places, structures, and stories that define Palmer's history. Through coordinated research, public education, and proactive preservation efforts, the Commission works to safeguard the town's historical resources for the benefit of present and future generations.

Operating under Massachusetts General Law Chapter 40, Section 8D, the Commission conducts research on sites of historic and archaeological significance, coordinates with the Massachusetts State Archaeologist, and partners with local organizations that share our preservation goals. We may recommend sites for certification as historical or archaeological landmarks through the Massachusetts Historical Commission, and we report discoveries of historical, paleontological, or archaeological importance in accordance with M.G.L. Chapter 9, Section 27C.

In addition, the Commission serves as a consulting body for federally funded projects that may affect historic properties, as outlined in Section 106 of the National Historic Preservation Act of 1966.

Through these efforts, we strive to safeguard Palmer's cultural legacy—ensuring that the character, memory, and identity of our town are preserved and honored for generations to come

GRANTS OR ADDITIONAL FUNDING

- Eleanor G. Schmidt Trust - For participation in the Quabbin Cemetery Memorial Day Parade and Ceremony
- Palmer Cultural Council Grant applied for, for use on the 250th anniversary of Palmer's Declaration of Independence, and commemorative booklet titled Historical Memorials and Monuments of Palmer (Continued on the next page).

KEY ACCOMPLISHMENTS, PROJECTS COMPLETED OR WORKS IN PROGRESS:

The Palmer Historical Commission annually represents the Town of Palmer at the Quabbin Cemetery Parade and Ceremonies, established and continued by the Eleanor Griswold Schmidt Trust on the Sunday before Memorial Day. This event commemorates the members of the lost towns of the Quabbin that are interred at the Quabbin Park Cemetery. The Palmer Historical Commission banner was proudly held by commission members at this ceremony.

The Palmer Historical Commission works closely with the Palmer Public Library and extends its deep gratitude for the Library's ongoing support and collaboration. This partnership has been essential to advancing the Commission's preservation goals, particularly in the area of document digitization. Together, we have made significant progress in scanning, organizing, and safeguarding historical materials, ensuring that Palmer's records are more accessible to researchers, residents, and future generations. The Commission greatly values the Librarian's expertise, resources, and commitment to preserving the community's shared history.

The Palmer Historical Commission's commitment to the goals identified in the 2021 Master Plan guided this year's work on documenting and preserving the Town's historic resources. The Commission completed research for a housing inventory of the Village of Thorndike, incorporating historical and current photographs to illustrate changes in neighborhood character and mill-era development patterns. This effort also included renewed attention to the village's memorials and monuments, ensuring these important cultural markers are accurately documented and preserved.

This work will continue in the upcoming year, with a companion booklet planned to support public education and interpretation. In addition, the Commission revisited the 2009 Palmer Heritage Landscape Reconnaissance Report, which identified seven priority landscapes at risk from development or deterioration—including the Native American Fishing Weir, Thorndike Mills, Ice House Pond, Old Center Cemetery, the Shaw District, the Robert Rogers and Jesse King Farms, and Union Station with Olmsted Park. Reflecting the Town's architectural, civic, and transportation heritage, Palmer is also home to three properties listed on the National Register of Historic Places: Palmer Memorial Hall, a town-owned landmark recognized for its Richardsonian Romanesque architecture and long service as a Civil War memorial and former public library; Palmer Union Station, a privately owned and architecturally significant rail hub designed by H.H. Richardson and central to the Town's development; and the U.S. Post Office–Palmer Main at 1057 Park Street, a federally owned facility noted for its Classical Revival civic architecture and its role in the community's mid-20th-century growth. Together, these nationally recognized sites highlight Palmer's historical importance within the region and underscore the Town's ongoing commitment to preservation.

The Commission continues to build a growing collection of memorabilia, artifacts, ephemera, and objects connected to the Town's heritage. While a portion of these materials is accessible through the Palmer Public Library, most of the collection remains without a centralized storage location or a dedicated space for public educational display. This year, the Commission made significant progress in inventorying these items, improving documentation and understanding of the breadth of Palmer's historical holdings. This includes identifying priority textiles for preservation. Work will continue in the coming year as the Commission explores options for safe storage, systematic cataloging, and expanded opportunities for public access and interpretation, recognizing the long-term value of these materials to the Town's historical record (Continued on the next page).

Connect with us! Email; palmerhistorical@gmail.com or visit our Facebook page Palmer Historical Commission

SCAN ME

On December 7, 2024—Pearl Harbor Remembrance Day—the flag originally presented to the family of Navy Seaman First Class Frank A. Hryniewicz at Arlington National Cemetery was formally dedicated and permanently installed in Palmer Town Hall. Its display serves as an educational and commemorative resource for future generations. This meaningful donation and ceremony were made possible through coordinated efforts among the Palmer Historical Commission, Palmer Public Library, Town Manager, Veterans' Agent, Town Clerk, and Town Facilities Manager. Seaman First Class Hryniewicz, a highly decorated Palmer native, served aboard the USS Oklahoma, one of the first battleships struck during the attack on Pearl Harbor at 7:55 a.m. on December 7, 1941. His service and sacrifice continue to hold deep significance for the community. To further honor his legacy, the Palmer Historical Commission partnered with the Palmer Public Library to produce an episode of Palmer Villages, Palmer Voices highlighting Frank's story and its connection to national history. Palmer High School will incorporate this episode into its 8th- grade curriculum as students prepare for their annual Washington, D.C. trip, which includes a visit to Seaman Hryniewicz's headstone at Arlington National Cemetery. The Commission hopes this educational tradition will continue for many years. This also furthers the Master Plan goals of engaging youth in the town's history.

The Palmer Historical Commission participated in regional planning efforts for the 250th Anniversary of Henry Knox and the "Noble Train" of Artillery, working with partners including the Springfield Armory National Historic Site and Revolution 250 organizers to honor Palmer's role along the historic Knox Trail. As the commemoration approaches, the Commission will take part in the public event on January 17, 2026, which will feature colonial reenactors, artillery demonstrations, and interpretive programming honoring the towns and patriots who supported Knox's 1776 expedition. Through its continued involvement, the Commission advances its mission of historical interpretation, civic engagement, and the preservation of Palmer's Revolutionary-era legacy.

LOOKING AHEAD:

The Palmer Historical Commission has several significant initiatives planned for the coming year. The Commission is preparing a public event on June 20th, 2026, to commemorate the 250th anniversary of Palmer's Declaration of Independence, accompanied by the release of a new commemorative booklet titled Historical Memorials and Monuments of Palmer. This event will highlight Palmer's civic legacy through historical interpretation, community engagement, and the preservation of local memory. The booklet will document the town's physical commemorations of its past—including plaques, monuments, markers, and civic landmarks—while providing historical context for Palmer's Declaration of Independence, which was drawn up, signed, and dispatched to the General Assembly on June 17th, 1776. The Commission is also developing a comprehensive administrative report on the town's memorials and monuments to support long-term stewardship.

The Commission additionally aims to evaluate and plan the launch of a community-based historic survey initiative designed to expand public engagement while strengthening the Town's cultural resource inventory. This effort will include crowdsourcing historic photographs, stories, and property information through platforms such as Historypin, WhatWasThere, or The Clio, fostering broader participation and creating a more comprehensive and community-informed record of Palmer's historic neighborhoods and landscapes.

Photography Contest Submission by Patricia B. titled, "Unitarian Universalist Association"

MASTER PLAN IMPLEMENTATION COMMITTEE

Amber Kumpulanian-Hastings, Chairperson & Secretary
Nick Zeo
Dave Golden
Patience Hartley
Jessica Ferry

MISSION

The Master Plan Implementation Committee is to ensure the goals and objectives highlighted in the 2021 Master Plan are achieved through collaborating with the town's employees, elected leaders, and community organizations.

SUMMARY

This past year, the Committee spent time identifying key stakeholders for each goal of the 2021 Plan, and invited them to discuss current status, barriers, and potential solutions. The committee developed a comprehensive task matrix to track updates and intends to follow up annually. To date, stakeholders engaged include the Historical Commission, local water districts, the Recreation Department, Conservation Commission, Citizens for Palmer Rail, Pathfinder and Palmer Public Schools, Community Development, DPW, and the Town Manager. Key accomplishments include progress on the West-East Rail Station, redevelopment efforts in Thorndike, infrastructure improvements near the Pike exit, and the formation of a Recreation Committee to redefine leadership needs. Conservation efforts include new property acquisitions to connect local trails, installation of signage with student involvement, and collaboration with state agencies to improve water flow and access. The schools have expanded early childhood education, launched the "Why Palmer?" campaign, and strengthened STEAM and workforce readiness programs through local business partnerships. Water and fire districts have made strides in collaboration, including a new water main between Bondsville and Three Rivers and shared upgrades to billing and meter systems, a 2014 consolidation plan exists and may require updating to reflect current needs.

LOOKING AHEAD

The committee continues to involve stakeholders and tracking updates to ensure the completion of the goals presented in the 2021 Master Plan.

PALMER PUBLIC LIBRARY

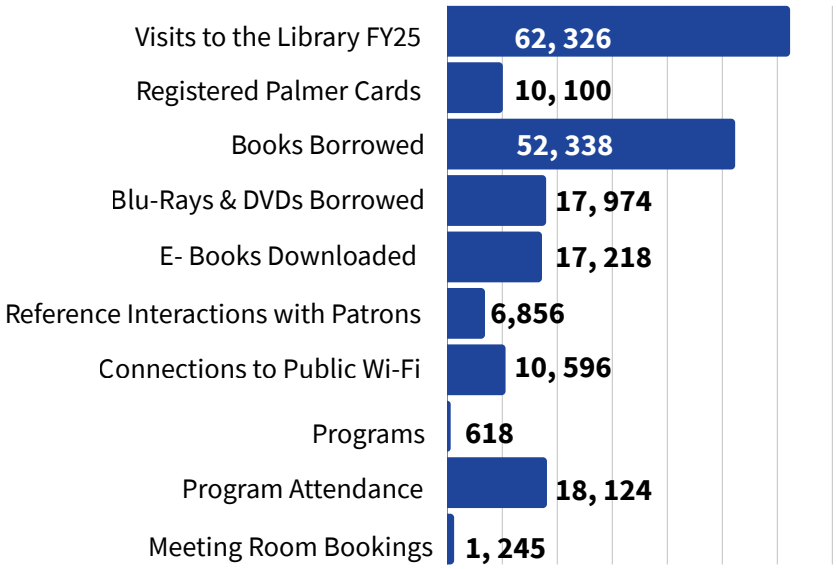
Stephanie Maher, Library Director
Matthew DeCara, Assistant Director/Business Manager
Sandra Burke, Outreach Coordinator Librarian
Olivia Chartrand, Young Adult Librarian
Richard Clark Jr., Borrower Services Librarian
Amy Golenski, Adult Services Librarian
Aidan Herrick, Technology Coordinator Librarian
Michelle LaRose, Library Assistant
Tracy Mastorakis, Library Assistant
Ashley Ngan, Cataloger/Technical Services Librarian
Helene O'Connor, Collection Development Librarian
Angela Sanches, Youth Services Librarian
Suzie Varjabedian, Library Page

MISSION

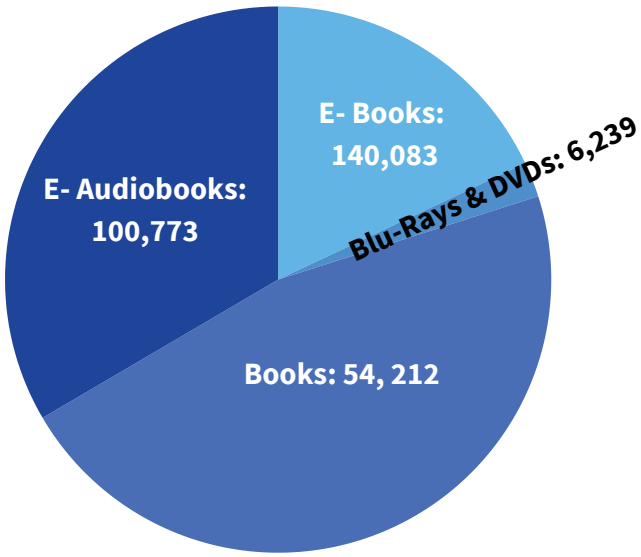
Committed to its role as a community center, the Palmer Public Library provides a gathering space and a variety of materials to meet the personal, educational, and cultural needs of its patrons in a safe and welcoming setting. In partnership with other local organizations, the library fosters a love of reading and life-long learning, with attention to the changing needs of its community. The library creates an atmosphere of inclusion and empowers patrons to contribute to important conversations in our society. In keeping with the ideals of the profession, the library is committed to promoting social justice while working against the forces of ignorance and seeks to support marginalized members of our community.

SUMMARY & DATA

Circulation & Programming



Total Holdings: 309,029



Visit the Library's website for resources, events, and additional information

SCAN ME

GRANTS OR ADDITIONAL FUNDING

The Palmer Public Library Association has an endowment fund, and a donor advised fund which currently total $3.4 million due to the generosity of the estate of Thomas P. Budnick.

KEY ACCOMPLISHMENTS AND PROJECTS

Summer Reading

The Summer Reading program took place in July and August and the theme was “Read, Renew, Repeat.” A combination of music, art, and science workshops filled the programming schedule.

Youth Services Librarian Angela Sanches oversaw the youth Reading program in our Community Room. We kicked it all off by hosting a mini-golf tournament inside the library. Over 100 kids, teens, parents, and adults participated and did their best to get a hole-in-one. Some of the amazing performances included Little Red Wagon Theatre from UNH performing “Treasure Island,” a live animal demonstration by Wildlife on Wheels, a hands-on STEAM workshop with Jay Mankita, a gorgeous performance by Tanglewood Marionettes, a dazzling display of magic by Jonas Cain, and a rollicking closing performance by the Toe Jam Puppet Band.

And throughout the summer we had a scavenger hunt, story times, a stuffed animal sleep-over, and a chilled-out session of painting and popsicles.

Tween Services Librarian, Olivia Chartrand, planned and organized lots of amazing programming for our Tweens and Young Adults. Events included: a Book Wizards book club, weekly Dungeons & Dragons meetups, multiple chances to Rate That Snack! and a Night Sky Paint-a-long. For the creatively inclined, there was a Copper Bookmark Making Workshop and a Wardrobe Remix program where participants could print out patches, sew on designs, and jazz up used clothing to create some new looks.

Adult Services Librarian Amy Golenski provided some excellent programming as well, including craft programming, a Birding by Ear program hosted by Mass Audubon, a Turtles of New England talk, a candle making class, and a series of clothes mending workshops.

We were able to provide over 700 free t-shirts to our Read-at-Home participants thanks to the generosity of local businesses, and every child, teen, and adult who completed 47 days of reading also got a book prize.

Outreach

We maintained our strong connections with Top Floor Learning, River East School-to-Career, the Palmer Historical Commission, Elbow Plantation, the Amherst Rail Society, the Palmer Senior Center, and the Palmer School System.

Library Director Stephanie Maher was asked to join the opioid abatement funding task force for the Town which named itself “Palmer for Tomorrow.” The group consists of Health Inspector Nicole Gauthier, Shared Services Coordinator Erin McMurray, Sergeant David Burns of the Palmer Police Department, Emma Berthiume, Epidemiologists for Quaboag Hills Substance Use Alliance, and folks from Palmer who have lived experience with opioid substance use disorders. They sent out a survey to every resident in Palmer, compiled the responses, and determined that a grant program was the best way to meet our community’s needs with the opioid abatement funding.

Outreach Librarian Sandra Burke traveled around Palmer in our outreach van, delivering books, movies, books on CD, and more to area patrons who find it difficult to travel to the library.

The small food pantry that provides ready-to-eat food items, and personal care products to any patron who needs them is used daily (Continued on next page).

The pantry is available anytime the library is open, located in our Town Square kitchen. With the help of monetary donations and donations from Palmer Food Share we have been able to provide easy-to-open, easy-to-eat food. The library is always working towards finding solutions to the challenges our patrons face each day.

The library also teamed up with the Palmer Police Department and their D.A.R.T. team to provide a Community Wellness program where any community member could stop by the library to meet with professionals and get face-to-face help with housing, problematic substance use, domestic violence, food insecurity, health insurance signups, veteran's benefits, and more. Every other week a group of professionals including social workers, recovery coaches, D.A.R.T. officers, domestic violence advocates, AA and ALANON representatives, VA employees, and more are available from 1:00-4:00 at the library, and everyone is welcome to stop by and say "Hi!" We provide free lunch and have met with dozens and dozens of community members seeking help. We look forward to growing our partnerships with other public health organizations and continuing to provide support and care to anyone who may need it.

Local artist and poet Denise Fontaine-Pincince volunteered her time booking monthly art displays in our Community Room. With Denise's help, we have a vibrant and ever-changing art gallery at no cost to the public, and we get the chance to highlight some of the most talented members of our community.

Programming

In addition to the Summer Reading Program, the library hosted presentations by many talented artists, musicians, and authors, as well as programming run by skilled library staff.

Adult Services Librarian Amy Golenski organized and facilitated many excellent programs for adults throughout the fall, winter, and spring. Among the highlights were J.R. Greene's presentation of his holiday calendar featuring historic photographs of the Quabbin Reservoir, Chinese and healthy cooking workshops, a ukulele club, and a local author book talk with Ben Shenkman who talked about what it's like to self-publish. Amy hosted a monthly mystery book club and offered "Crafternoons" craft workshops where participants learned how to make bookmarks, decorative seasonal crafts, and more. Amy set up a Holiday Gift Wrap Station near our Circulation Desk where patrons had free access to wrapping materials. And she teamed up with Collection Development Librarian Helene O'Connor and the Friends of the Library on a project to identify students from Park Street School class photos going back almost a century for our local history archives.

Youth Services Librarian Angela Sanches provided weekly story times and sensory playgroups for toddlers and preschoolers from September through April.

Throughout the year there were many slime making workshops to fit the season and take and make crafts including everything from holiday decorations to seasonal recipes and more.

There were scavenger hunts throughout the Youth Room to encourage families and kids to explore the space and see what we have to offer. Families had the chance to learn how to turn old t-shirts into tote bags, try their luck at the Egg Drop Challenge, learn how to play the Pokémon card game, and show off their best Halloween costumes at the Costume Carnival. Students from Old Mill Pond got to stop by on a field trip in the fall, and we teamed up with the Conservation Commission, the Boy Scouts, and Headstart to provide programming and get the word out about services and organizations in our community.

Tween Services Librarian Olivia Chartrand ran a graphic novel book club; threw an After-Hours Teen Halloween Party; ran the Lego, Dungeons & Dragons, Anime, Art, and Nintendo Switch Clubs; and hosted movie nights. Oliva and Angela made sure that every week was packed with stories, artwork, science, and adventure(Continued on next page)!

And in an effort to continue our successful online programming series that started during COVID, local author and illustrator David Hyde Costello continued his popular series “Making the Scene” on our YouTube channel, which provides a behind-the-scenes glimpse at how to create puppets and bring a scene to life. And creator Ruth Demree continued her highly popular “Nature Walks” series, which highlights critters she finds on her walks and demonstrates how to organize a nature journal.

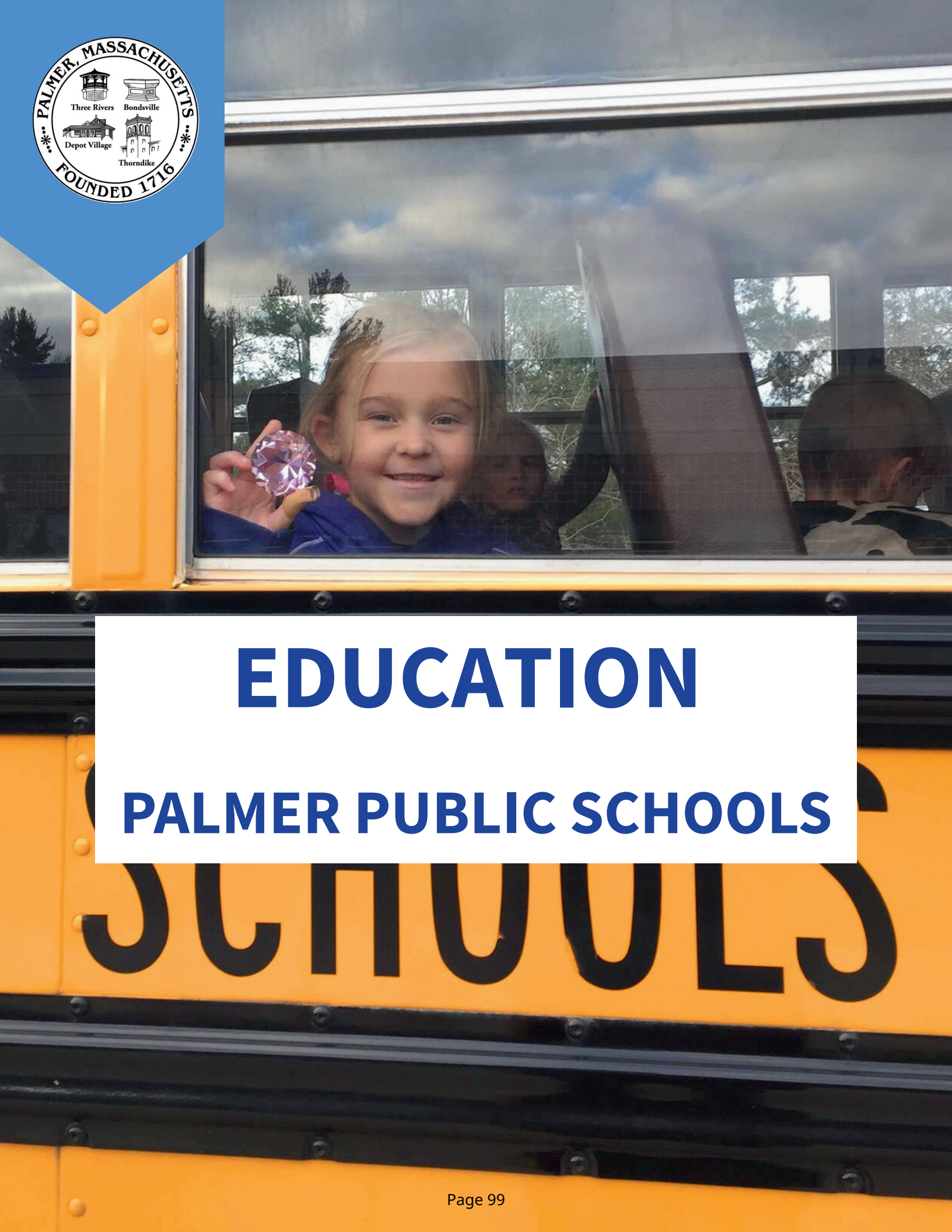
LOOKING AHEAD

In FY26 The Palmer Public Library plans to get a new roof, have an assessment done of the interior space, and purchase a customized Book Mobile that will allow for visits to the local parks, the schools, Senior Center, and special events to help bring the library to the community.

Library Youth Advisory Board Concession Stand at Movie Night

Palmer High School Student Art Showcase

Photography Contest Submission by Alejandro-Diaz L. titled, “A connection to rail history”



EDUCATION

PALMER PUBLIC SCHOOLS

PALMER PUBLIC SCHOOLS

Matthew T. Francis, Superintendent
Sara Menard, Director of Finance & Operations
Monique Dubuc, Director of Student Services

Palmer High School (PHS)
4105 Main Street | Palmer, MA 01069-1868
Phone: 413-283-6511 | Fax: 413-283-3476

Susan North, PHS Principal
Amy Herring, PHS Principal
Enrique Sanchez, PHS Asst. Principal

Old Mill Pond Elementary School (OMP)
4107 Main Street | Palmer, MA 01069-1869
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Holly-Beth Riopel, OMP Principal
Kerry Lynch, OMP Assistant Principal
Sonia Rodriguez Medina, OMP Asst. Principal

I. Overview

The Palmer Public Schools entered the 2024-2025 school year with an increased understanding of its areas of strength and opportunities of growth through the Superintendent's Report of Entry Findings (Appendix A). As a result, both PHS and OMP began to implement new initiatives:

- PHS Business Pathway
- PHS Summer School Program (grades 7 and 8)
- Grade 6 students were moved from PHS to OMP
- OMP full-day, free preschool prioritizing 4-year-olds
- PHS and OMP after-school programming including OMP Band
- New Math Curriculum materials (grades 6-12)
- New Science Curriculum materials (PK-8)
- MAP Growth Assessments

Throughout the 2024-2025 school year various stakeholders were included on the Palmer Public Schools Strategy (Appendix B), Core Values and New Mission Statement which provide the foundation for all decision making.

The Palmer Public Schools serves a diverse population of approximately **1,093 students** in pre-kindergarten through grade twelve across two buildings: Old Mill Pond Elementary School (PK–6) and Palmer High School (7–12, SP). The district remains committed to providing a rigorous, inclusive, and supportive educational environment that promotes academic achievement, social-emotional growth, and the development of lifelong learners.

II. Enrollment Overview

School	Grades	Enrollment (2024–2025)
Old Mill Pond Elementary School	PK–6	677
Palmer High School	7–12	416
District Total	**PK–12**	**1,093**

Chart 1. Enrollment Distribution by Grade Span

Enrollment by Grade (2024-25)																
	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	SP	Total
Old Mill Pond	67	83	88	91	88	104	66	90	0	0	0	0	0	0	0	677
Palmer High	0	0	0	0	0	0	0	0	109	91	33	46	57	78	2	416
District	67	83	88	91	88	104	66	90	109	91	33	46	57	78	2	1,093

Chart 2. Enrollment Distribution by Race/Ethnicity

Enrollment by Race/Ethnicity (2024-25)		
Race	% of District	% of State
American Indian or Alaska Native	0.1	0.2
Asian	2.1	7.5
Black or African American	3.0	10.2
Hispanic or Latino	16.5	25.9
Multi-Race, Not Hispanic or Latino	5.4	4.6
Native Hawaiian or Other Pacific Islander	0.0	0.1
White	72.9	51.5

Chart 3. Selected Student Populations

Title	% of District	% of State
High Needs	63.1	55.8
English Learners	4.9	13.9
First Language Not English	7.7	27.2
Low Income	54.4	42.1
Students with Disabilities	19.6	20.6

III. Budget & Finance

For Fiscal Year 2025, the Town appropriated **$18.2 million** to the Palmer Public Schools. Including grants, revolving accounts, and special revenue funds, the total FY25 operating budget reached **approximately $20.4 million**, a **3.46% increase** over FY24.

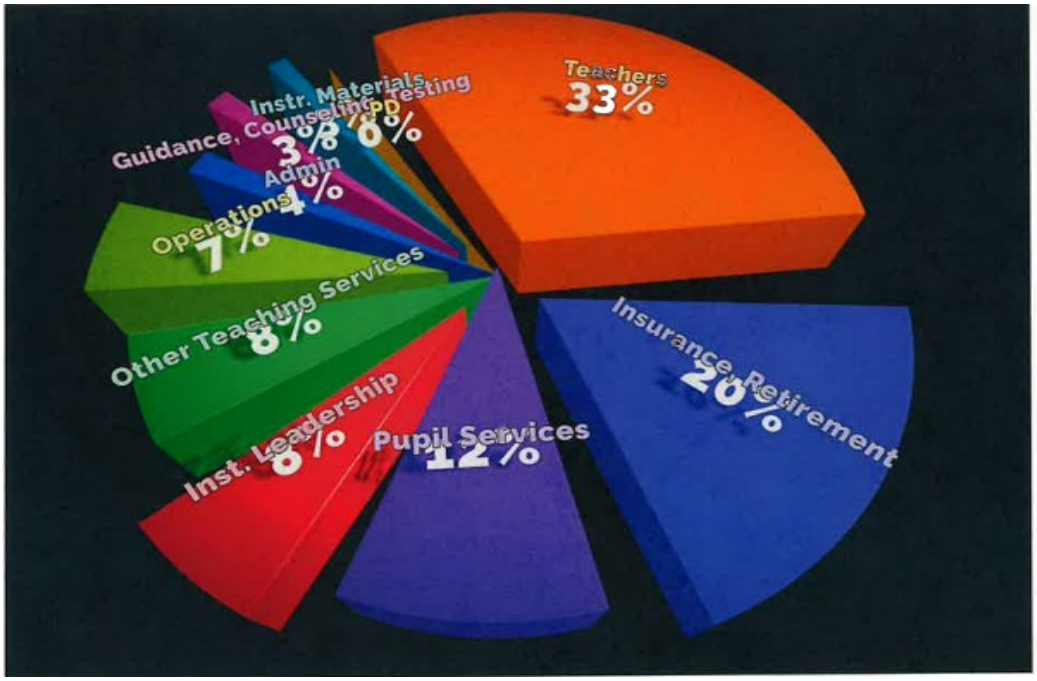
A. FY25 Budget Summary

Category	FY25 Amount	Notes
Town Appropriation	$18.2M	General fund support
Grants (Title I, II, IV, IDEA, etc.)	$1.1M	Federal & state grants
Revolving Accounts	$0.25M	School Choice, athletics, preschool, etc.
Special Revenue Funds	$1.0M	SPED Circuit Breaker
Total Resources: $20.4 M		

B. Key FY25 Investments

Initiative Area	Description
Preschool Expansion	Additional early childhood seats and staffing
After-School & Summer Enrichment	Academic and enrichment support beyond the school day
Arts & World Languages	Strengthened programming and materials
Athletics	Equipment, coaching support, and program expansion
Instructional Technology	Devices, infrastructure upgrades, digital learning
Total Investment: $1.2 M	

Chart 4. Per Pupil Expenditure



Administration	860	3.7%
Instructional Leadership	1,883	8.1%
Teachers	7,734	33.4%
Other Teaching Services	1,835	7.9%
Professional Development	67	0.2%
Instructional Materials	767	3.3%
Guidance, Counseling, Testing	786	3.4%
Pupil Services	2,761	11.9%
Operations	1,726	7.4%
Insurance, Retirement	4,735	20.4%
TOTAL	**$23,154**	**99.7%**

IV. Personnel

Palmer Public Schools employs approximately **210 staff**, including **102.6 FTE teachers**. The district maintains a favorable **11:1 student-to-teacher ratio**, supporting personalized learning and smaller class sizes.

A. Staffing Summary

Staff Category	Count (FTE)
Teachers	102.6
Administrators	9
Paraprofessionals	44
Support Staff & Specialists	55
Total	**~210**

B. Teacher Credentials

Metric	Value
MA Licensed Teachers	**98%**
Teachers Considered “Experienced”	**82.6%**
Staff Honored for 25+ Years of Service in 2024	25

V. Accountability & Student Achievement

The Massachusetts Department of Elementary and Secondary Education classified Palmer Public Schools in 2025 as **“Not Requiring Assistance or Intervention,”** with the district achieving **54% of its Accountability Targets**, qualifying as **“Substantial Progress Toward Targets.”**

A. MCAS Performance – Districtwide Trends

Area	2024 Score	2025 Score	Notes
ELA (Elementary/Middle)	484.1	485.4	Improvement; exceeded target for lowest-performing students
ELA (High School)	490.0	489.1	Slight decline; below 2025 target
High Needs Students (ELA)	478.4	480.2	Met target
Lowest-Performing Students (ELA)	455.8	461.7	Significant improvement; above target

VI. New Initiatives & Strategic Developments

The 2024–2025 school year introduced several forward-looking enhancements aligned with district goals.:

Early Childhood Expansion

The district continues its strategic investment in preschool programming to ensure early access to foundational learning experiences through a full-day, free preschool prioritizing 4-year-olds.

Enrichment & Extended Learning

Expanded after-school and summer programs now serve more students than ever, with offerings in academics, recreation, and creative arts

Curriculum Enhancements

New investments in world languages, fine arts, and music expand student opportunities and align Palmer with comparable districts statewide.

Technology Upgrades

FY25 funding supports the replacement of aging devices, upgrades to classroom instructional technology, and enhanced digital learning infrastructure.

Athletics & Student Life

Additional resources were committed to athletic equipment, safety improvements, and expanded extracurricular opportunities to enrich the student experience.

VII. Challenges & Areas for Continued Focus

Despite encouraging gains, the district faces several ongoing challenges:

- High school ELA outcomes declined slightly and remain below state targets.
- Districtwide proficiency rates in math and reading reflect areas for substantial improvement.
- Achievement gaps persist among student subgroups, particularly at upper grade levels.
- Sustaining newly introduced preschool, enrichment, arts, and technology initiatives will require long-term funding commitments.

VIII. Outlook

Looking forward, Palmer Public Schools will continue to focus on data-driven instruction, targeted academic interventions, staff development, and programs that promote a well-rounded educational experience. Strategic investments in early childhood, enrichment, and curriculum expansion reflect the district's long-term vision for continuous improvement. Supported by a dedicated staff and community partnership, Palmer Public Schools remains committed to preparing all students for future success.

APPENDIX A

Palmer Public Schools

Report of Entry Plan Findings

February 2024

Superintendent Matthew T. Francis

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Palmer Public Schools is a community that develops life-long learners and creates equitable opportunities for academic and social/emotional growth of all students through a safe, supportive, diverse, and collaborative environment.

A. Introduction

The Future of the Palmer Public Schools

Since 2020, the educational landscape has transformed exponentially; regardless of your role (student, caregiver, or educator). As a community, Palmer navigated a public health crisis, needed to utilize different instructional practices, and experienced disruption to District leadership, all the while working in a deeply divided political and social climate across the country.

We continue to be at a crossroads in education with our students facing larger learning gaps and greater mental health needs than ever before while still needing the preparation to become successful and productive global citizens. We are in a new era of public education, and we must develop new strategies and approaches for continuous improvement. The time is now for change and to push against the status quo. This strategy must address the needs of **all** learners and must be drafted to foster a safe place where staff and students are supported in their individual path of growth as professionals and students. Continuous reflection, constant improvement, sense of belonging, and transparency must be the foundation upon which this work is built. The goal of this report is to inform you of the many strengths of our school district, identify trends and opportunities for future growth that have emerged through this process, and begin the work of creating a new strategic plan to address our school community from a comprehensive and collaborative perspective.

As an educational leader and now the proud Superintendent of the Palmer Public Schools, I take great pride in a service leadership style that is rooted in respect, transparency, collaboration, consistency and compassion. I believe in and greatly value the input of our central office and building-level leadership teams and have sought their input and feedback to gather their insights prior to the publication of this report. As we move to strategy development and ultimately to the creation of the strategic plan - that will include stakeholder voices from across the entire school and greater Palmer community, certainly to include the School Committee and many others - those dedicated leaders will play an instrumental role as we all work together to create a plan for the future of the Palmer Public Schools that is characterized by high student achievement, opportunities for all and enhanced pride in our district.

Review of the Process

On September 27, 2023, I presented an Entry Plan to our community to outline:

- the information I would collect
- the process I would follow as I began my work as Superintendent under the direction of both the Palmer School Committee and the New Superintendents' Induction Program (NSIP).

Since April 2023, I have met with a variety of stakeholders and reviewed data I could count, see, and hear. I have analyzed data from several sources, ranging from social-emotional

development to high-stakes testing data (MCAS, AP and ACCESS). I have attended events that would deepen my understanding of students and their learning and spoke directly with stakeholders that will either carry out this work or be the beneficiaries of it in an effort to have a robust and accurate vision of our strengths and areas of growth.

As outlined in September 2023, the Entry Plan process has three phases: Phase 1 (Collection of Data), Phase 2 (Presentation of Findings), and Phase 3 (Developing the Strategy). In an effort to best understand teaching and learning, I conducted school visits daily, and attended many school activities including countless sporting events, multiple performing arts performances, and almost every school-based special event. I have attended faculty meetings, department meetings, leadership meetings, professional development sessions for staff, and reviewed survey information of all staff to better understand what they see as our greatest strengths and areas for growth.

I have reviewed data from a cross-section of sources to best understand our district's strengths and needs. I did not focus my data review on any one source, believing that data is best reviewed through a wide range of measures. While standardized testing data may reveal discrete information on math, science, or English language arts, it is never the "whole story" on any child or educational system. The data sources I consulted are listed below:

- District and School Improvement Plans
- School Committee Policies
- Financial Audits
- School and District Safety Plans
- Student Achievement Data- State and Local Assessments
- Student Enrollment, Attendance and Discipline Data
- Student and Staff Handbooks
- Survey Data
- Staff Certifications and Attendance Data
- Review of Curriculum and Instructional Programs
- DESE Audits and Monitoring on the District's Programs: *English Language Learners, Civil Rights, Special Education, Title I*
- Review of Special Education Program and Practices
- Union Contracts
- District Curriculum Accommodation Plan
- Evaluation Processes & Evaluations
- Professional Development Plans
- Bullying Prevention and Intervention Plan
- Human Resources Procedures

To collect data on student and family voice and engagement, I sent a variety of surveys to caregivers. In addition, I used every opportunity (e.g. arrival and dismissal lines, community events, Open Houses, School Council meetings) to gather input and feedback about the Palmer Public Schools.

To gain a community stakeholder perspective on our district, I have met with the Town's Public Safety Team (Police Department, Fire Departments, Health Department, DPW), the Town Manager (both the former Manager and the current Interim Manager), Director of the

Public Library and other town department heads. I have also met with current community partners and potential community partners.

Accessibility of Plan

The design of this report is straightforward: it highlights what the Palmer Public Schools does well and celebrates the many Areas of Strengths of this educational community. Next, it identifies areas for potential growth and improvement through Emerging Trends. Notably, this report does not presuppose solutions but rather names the trends and themes that our school community will continue to explore. Effective solutions require planning, consultation, and configuration that will become the ongoing work of our schools.

B. Areas of Strength

The Palmer Public Schools is a dedicated and passionate community with a tremendous sense of community, history, and pride. Our school community possesses many strengths that enrich our public school system. It will be these strengths that our school community draws upon to create a new district strategy and a new narrative in education in Palmer.

Quality of Staff

As a school system, our greatest asset is the people who work in our schools every day. With approximately 240 employees across our district, the Palmer Public Schools is the largest department in the Town of Palmer. Our administration, faculty, and staff have an impressive breadth of experience, education, and expertise in every area of education. Our committed staff members thrive in their professional learning communities (PLCs), take on leadership roles within their buildings, are guided into leadership positions in our school district, and help foster a universal vision that is a privilege to be a part of. Newer educators have the benefit of

joining teams of professionals that care about students, continually hone their craft, and lead by example. Beyond their training and education, we have a deeply committed group of administrators, faculty, and staff who have chosen to work in Palmer for an impressive amount of time. During the August Convocation, we celebrated twenty-five (25) staff members who have achieved a milestone of 25+ years with the Palmer Public Schools. Ninety-eight percent (**98%)** of the teaching staff holds a MA DESE license. Eighty-two point six percent (**82.6%)** are considered "Experienced" according to MA DESE criteria. We are fortunate to have staff and administrators who have committed their work to this school system. Having staff who are trained, experienced, and committed to the students of Palmer provides the backbone of a culture of teaching and learning.

In the Caregiver Survey that went to the parents of all grades PK-12 students, with 88 having responded, as well as my countless informal conversations, the number one response to, "My favorite thing about the school district is…" the teaching staff. Examples of comments from parents and community members alike are below:

- "Our educators are very engaged and do amazing things."
- "How caring all the people my son comes in contact with are."
- "How much every teacher cares."
- "The good teachers! The ones who really want to be here and help the students."
- "The teachers. So many go above and beyond. They have proven to my family that they care for both of my children, even through difficult times…"

Established Traditions, Events and Celebrations

The Palmer Public Schools has a long history of celebrating the accomplishments of its students and recognizing members of our school community through a multitude of events that occur at each building. Some of these events have been in existence for many years and form a critical part of how the Palmer Public Schools celebrates our students and families. Some of these events are listed below:

- Grandparent/Special Person Breakfast
- Fall Sports Parade and Bonfire
- Homecoming Dance
- Veterans' Day Ceremony
- Craft Fair and Santa's Breakfast
- NJHS and NHS ceremonies
- OMP Teddy Bear Social
- OMP Winter Concert(s)
- Holiday Staff Potlucks
- Senior Walk
- First Responders' Ceremony

Traditions in Palmer are a significant strength and should be honored and continued when possible. These traditions are part of the identity of our school community and

contribute to a sense of belonging in all who participate.

Community Support and Pride

The strengths of the Palmer Public Schools are not solely contained within the campus of our schools. The greater community of the Town of Palmer is a tremendous strength. The Palmer Police Department and individual fire departments - each of whom play an essential and critical role in the safety and security of our school community- have a regular presence and play an active role in the safety planning of our school community. In addition, the Palmer Fire Department plays an important role in educating our students (KF-5) on fire safety throughout the school year. Department members are actively involved in the District Emergency Response Team (DERT) and regularly conduct training and drills to maximize their effectiveness in emergency response and collaborative planning with the school district. The Palmer Police Department provides one School Resource Officers (SRO) to support our school system on a daily basis.

The Town Departments in Palmer are universally supportive of the work of the school system as well. In the FY24 budget, the Town of Palmer supported a 3% increase in spending on our schools, totaling $500,000 over net school spending. Additionally, the Town is also supporting several capital planning projects to assist in the maintenance of our facilities.

The Palmer United Boosters (Pub Club) was created to help support athletics within the Palmer Public Schools. Pub Club helps to supplement our strong Athletic Department with additional funding that is generated through community donations and fundraising. The board consists of parents, community members and school employees and is a major strength to our school community through its support of athletic programming.

Parent/Caregiver Groups

Parent and caregiver groups like the Parent-Teacher Organization (PTO), Special Education Parent Advisory Council (SEPAC), School Council(s), and the PUB Club strengthen the Palmer Public Schools because of the investment made by parents and caregivers of current students. These community members fundraise and help to provide a multitude of opportunities for our students. Importantly, parent and caregiver groups collaborate, consult, and learn alongside these groups. When parents and caregivers and school districts consult with one another, students feel a unified force behind them. Our families make a significant contribution to our public school system and are a major area of strength.

We still have some work to do. In a recent survey of Parents/Caregivers, **30%** of the respondents answered that they felt as "passengers" with the school district rather than "partners." Although both building principals communicate through a weekly newsletter, caregivers would like more communication from the classroom teachers on "what's going on in the classroom."

C. Emerging Trends and Themes: Opportunities for Growth

Growth Opportunity #1: Careful Review of Structures and Procedures

The Palmer Public Schools has a hunger and willingness to review its structures and procedures and make improvements and changes when appropriate. The Palmer Public Schools is indeed ready, willing, and able to identify areas of improvement and make changes that positively impact our students. This contention has been supported time and again by my work with the Palmer School Committee, the District Leadership Team, Palmer Teachers Association, the community as a whole, and the students in Palmer. There have been countless times, I have been "thanked" for our transparency, openness for input and feedback and vision as a whole.

Review of the Curriculum Process

Old Mill Pond Elementary has up-to-date, highly rated, culturally responsive ELA and Math Curriculum materials. By the end of the 2023-24 school year, a new Science Curriculum Core Program will be reviewed and purchased with implementation to begin in the Fall of 2024. At Palmer High School, by the end of the 2023-24 school year, a new Math Curriculum Core Program (6-12) will be reviewed and purchased with implementation in the Fall of 2024. That being said, it appears that a system has not consistently instituted a curriculum review cycle to ensure that Palmer Public Schools has the highest quality curriculum in all content areas and that the curriculum is constantly being reviewed for effectiveness. This cycle provides opportunity for articulating, aligning, and integrating learning outcomes across a sequence of years and courses that will support all students, regardless of their skill level, prior experiences, background knowledge, all the while, seeking to provide all students with rich learning experiences. The review cycle allows us to budget for programs that will be reviewed in the coming years, allowing the district to prioritize financial needs for curriculum purchases.

Review of School District Policies

When reviewing the Palmer Public Schools Policy Manual, several policies have an approved date referenced on the document while many do not. It appears that there may be an opportunity of growth in revisiting the policy review cycle. A consistent cycle provides opportunity for a most up-to-date manual that is legally aligned and that prioritizes how we want the District to function in support of all of our students, faculty/staff and families.

Review of Systems and Processes

An emerging trend that warrants attention is review of District systems and processes. The Palmer Public Schools is the largest department within the Town of Palmer with approximately 240 employees and an operating budget of $20,364,169. Central office administration as well as Student Services is responsible for the following:

- Human Resources
- Accounts Payable
- Benefits
- Retirement
- Payroll
- Curriculum and Instruction
- Professional Development
- Teacher Licensure
- Budget
-
- Student Registration
- Special Education and 504s
- Transportation
- Homeless/Foster
- ELL
- Student Information Management
- Homeschool

The current structure is not sufficient to meet the needs of all employees as well as the student body. Human Resources is overseen by one (1) Administrative Assistant. Onboarding and training of staff is an area that warrants further review. Human resources

processes involve recruitment and hiring, performance management, and employee handbooks all of which are in need of review, updating, and procedure. Robust human resources planning will translate into happier employees and lower rates of attrition, both of which should be carefully planned for in the future. Similarly, accounts payable, payroll and benefits are overseen by one (1) individual. Budget and grants are overseen by the Superintendent, Director of Finance and Operations, and the Grants Manager/Executive Assistant. In addition to the regular role of the Superintendent, the Superintendent oversees homeschooling, curriculum and instruction, professional development, homeschool, student information system and instructional technology. The Director of Student Services oversees ELL, Special Education, 504s, Civil Rights, Homeless/Foster, registration and transportation.

Recently, we have already made lasting improvements.

- Frontline Absence Management system is being utilized for all District employees.
- Additionally, we are working with a vendor to streamline paperwork to go paperless.
- A partnership with Westfield State University and Vector Training K-12 has been implemented to provide professional development to teachers and paraprofessionals at no cost to them.
- Consolidation with the Town on payroll services

The Palmer Public Schools is committed to improving our practice and the experience of all students and staff in our schools. Unburdened by the adage of "we have always done it this way," the Palmer Public Schools stand on the precipice of lasting and meaningful change.

Growth Opportunity #2: Facilities and Technology

Both buildings are in relatively good condition. The schools provide adequate classroom space, functional gymnasiums, one auditorium and a variety of science and technology spaces that differ in quality and functionality. Additionally, there is a functional Main Office for each of the buildings. Current strengths and completed work include:

- Upgrades to the Building Management System
- Improved air quality and ventilation systems in several locations (PHS and OMP)
- Upgraded MERV 13 air filters
- Lights in both buildings have been upgraded from fluorescent to LED lighting.
- Exterior brick repair and maintenance
- Skylight repairs at OMP
- New exterior benches and trash barrels

The District should complete a thorough assessment of the exterior and interior physical condition of the school buildings. This will assist in the development and implementation

of a long range capital maintenance and replacement plan. Future projects that should be considered:

- Exterior lighting upgrades
- Continuation of air quality and ventilation upgrades
- Repave all drives and parking lots
- Grounds and athletic fields upgrades
- OMP playground structure replacement

The Palmer Public Schools has a Memorandum of Understanding (MOU) with the Town of Palmer for grounds maintenance and snow removal. Although the efforts of the Town's departments are appreciated, the current MOU may need to be revisited. Due to staffing cuts and/or shortages, many routine grounds maintenance projects are not prioritized and/or are neglected.

As previously stated, since the COVID Pandemic, the educational technology landscape has grown exponentially. Students are now one-to-one with devices. All educational CORE programs, supplemental programs, testing and assessments are predominantly web based. Local and state mandated testing for grades 3-10 require constant oversight and technological upgrades. The Technology Department consists of one (1) Director, one (1) Data Specialist, and one (1) technician. The current structure may not be sufficient to meet the needs of all employees as well as the student body and will need to be looked into further.

Recently, we have made lasting improvements in the areas of Instructional Technology:

- By the end of the 2023-24 school year, all classrooms will have Smartboards
- Virtual Reality (VR) system (classroom set) at OMP
- LU system at OMP
- Return to SchoolBrains (student information system) effective 2024-25

Growth Opportunity #3: Sense of Belonging and School/ District Culture

Students and staff alike require now, more than ever, a deep-seated connection and sense of belongingness to their school community. Students require an educational experience that contemplates their needs and provides many avenues toward a successful and productive future. Teachers and staff require a place of employment that they want to attend; with so many educators leaving the field, the Palmer Public Schools must establish practices that entice highly qualified staff to our District rather than away from it. Additionally, attracting families (students) to move to Palmer, MA for the quality of the educational institution and/or remain in the Palmer Public Schools throughout their

educational career must be a top priority. Prior to the start of the 2023-2024 school year, data shows that approximately 400 students chose to go outside the Palmer Public Schools to be educated (regional vocational, school choice, charter school, private, parochial and home school). Above all, the creation of a safe and supportive environment in which students can learn and work is a critical threshold issue that must be addressed.

Student Engagement

Student performance in academics, rates of attendance, and discipline data inform the community as to the level students are engaged in their learning. Classes that are rich in content, rigorous, and interesting influence student engagement. In addition, offering a wide range of choice has a positive impact on engagement. In a student survey, **39.5%** of the respondents answered that their classes are "interesting," while **46.3%** responded that they are "just ok." Engagement extends beyond the typical classroom walls as well. A wide variety of after-school activities can entice students to attend school on a daily basis, perform better academically, and provide a stronger sense of belonging. In a student survey, **51.2%** of the respondents indicated that they participate in after-school activities. Additionally, **48.8%** of the student respondents indicated they do not participate in any after-school activities. Students who are involved in extracurricular activities experience higher levels of academic achievement (Shulruf, Tumen, & Tolley, 2007). Students are continually looking for a greater sense of belonging (Knifesend & Graham, 2012). Belonging to extracurricular groups is important for "providing access to the relationships and networks that influence positive outcomes for students" (Shulruf, 2010). Improving student engagement is a priority, as currently nearly half of our student body reports that they do not participate in one or more of our current offerings.

There are several areas that need attention which may be contributing to the lower student engagement:

1. The Block Schedule - Offering 4 classes a day significantly decreases the variety of classes a student may participate in.

2. Elective Offerings - The Palmer High School has limited elective offerings within the Unified Arts Department outside of the traditional: PE, Health, Art, Band, Spanish

In several student interviews as well as comments from the Student Survey of grade 5-12 students, there was dissatisfaction with the Block Schedule and the elective offerings. In addition, caregivers shared this same sentiment.

- "Lack of options for humanities, languages."
- "Lack of activities for students."
- "Lack of variety of class selection."
- "Neither of my kids have been introduced to a musical instrument in school."

Sense of Belonging and School Culture

Students' sense of belonging is a major indicator of student engagement, happiness, and connectedness to learning. In surveying and speaking with students and caregivers, the data clearly reveals that this is an area that needs attention. While **91.3%** of the student respondents have at least one adult they are able to connect with, only **62.7%** of the student respondents replied that they "enjoy coming to school." Additionally, while **58.8%** of the student respondents "feel like they belong," a significant percentage of students indicate that school culture is an area of concern to them. Both high school and middle school students openly discussed their concerns about student behavior, the relationship between students and teachers, and the desire to see their school cultures improve. Students at PHS were open when they participated in a Focus Group held in the Fall, reporting the following:

- Name calling happens among students regardless of their ethnic background
- Even though **91.3%** responded that they have at least one trusted adult in the building, almost all of the students expressed concern about staff cultural awareness.
- Inconsistencies exist with regard to disciplinary actions and student expectations

During the Fall of 2023, a student survey was given on a variety of topics (grades 5-12) with 444 respondents. Student survey results are below:

QUESTION	**YES**	**NO**	**SOMETIMES**
Do you enjoy coming to school?	62.7%	15.8%	21.5%
Do you feel like you belong?	58.8%	7.5%	33.7%
I have at least one adult I am able to connect with.	91.3%	8.7%	0%

QUESTION	**YES**	**NO**	**SOMETIMES**
Do you enjoy coming to school?	73.2%	2.3%	24.5%

Parents and Caregivers were asked similar questions.

QUESTION	YES	NO	SOMETIMES
Does your student enjoy coming to school?	73.9%	3.4%	22.7%
Do you feel like your student has a sense that they belong?	58.8%	0.0%	33.7%

Student discipline data has seen a positive decline trend since pre-Pandemic levels. That being said, certain student populations are suspended at a higher rate than others, as evidenced by the data below. This may/may not have an overall impact on a "Sense of Belonging" among students. Further analysis and reflection should occur.

Suspension Data

Student Group	2019-20 *	2021-22	2022-23
All students	7.5%	8.0%	5.4%
Low Income	10.6%	11.3%	7.6%
Students with Disabilities	17.7%	15.8%	9.7%
Hispanic/Latino	6.3%	11.3%	8.4%
White	7.6%	7.2%	4.6%

*2020-21 school year data was purposefully omitted due to the hybrid learning

There may be other factors that are having an impact on students' sense of belonging. In a 2023-24 audit of student enrollment data of our high school Honors and AP courses, there is very close representation of our student groups (Low Income and Ethnicity) as compared to the whole but some noticeable disparity worth investigating further. For example, **17%** of those enrolled in Honors and AP sections are Hispanic (slightly lower than the District

percentage). Additionally, **56%** of those enrolled in Honors and AP sections are Low Income. This is slightly lower than the District percentage of **60%.**

Growth Opportunity #4: Meeting the Needs of ALL Learners, Academic Excellence and College and Career Readiness

Teaching and Learning

As evidenced in my many classroom walkthroughs and in discussions with the faculty/staff across all grade levels, the Palmer Public Schools faculty and staff are caring, compassionate, knowledgeable in their areas of expertise, committed to their students' growth and achievement, value authentic connections between content and the real-world, and are committed to providing their students with equitable, culturally relevant classroom experiences.

Class sizes are small. Low student-teacher ratios foster personalized learning environments that are more likely to result in student success.

Student performance, testing data (MCAS and local assessment), and feedback from staff at all levels strongly supports the need for the establishment of a strengthened instructional model supported by a comprehensive curriculum review process, tiered support system, and a professional development plan. In a May 2023 survey of faculty/staff, 26.7% of the respondents disagreed that the "District professional development (PD) offerings are relevant." Another 13.3% strongly disagreed. Examples of comments provided by staff include the following:

- "Many PD feels like it is just there to fill the time because we have to, rather than something that can help us grow as professionals. Often we will have PD and then there will be no follow through with what we learned."
- "There have been some on SEL/Behavior that are incredibly useful, but Math PD focuses on ST Math predominantly and ELA feels like more of a sales pitch than a PD."

The full MCAS performance results were presented to the Palmer Public Schools School Committee in October of 2023. Full presentation can be found **here**.

As presented at that meeting, student performance on MCAS as well as diagnostic and local assessments suggests that the District would benefit from the establishment of a vertical and horizontal alignment process that occurs with fidelity and consists of teams that are representative of all grades and all content areas. Assessment data also points to a need for increased writing instruction and opportunities for writing across all content areas.

As previously stated, it appears a consistently-instituted curriculum review cycle in the Palmer Public Schools needs to be created and strictly adhered to. Doing so can help to ensure that the Palmer Public Schools has the highest quality curriculum in all content areas and that the curriculum is regularly reviewed for effectiveness. Once instituted, this cycle provides opportunity for articulating, aligning, and integrating learning outcomes across a sequence of years and courses. The review cycle allows us to budget for programs that will be reviewed in the coming years, allowing the district to prioritize financial needs for curriculum purchases.

During the 2023-24 school year, Palmer High School is reviewing a Core Math program for grades 6-12 to purchase and implement in the Fall of '24

Additionally, Old Mill Pond Elementary School is reviewing a Core Science program to purchase and implement in the Fall of 2024.

A Closer Look at Teaching and Learning at Old Mill Pond Elementary (PK-5)

Old Mill Pond (OMP) utilizes a breadth of Universal Screeners (i.e. Dibels Next, Phonics Screeners, and others) to determine student academic need and monitor student progress. It is the goal of the Instructional Leadership Team to develop a robust tiered system of support utilizing data cycles and Response to Intervention approach. The Instructional Leadership Team is working this year, with its new curricula in Math and English Language Arts, to develop a comprehensive common assessment plan for all teachers in both literacy and math. In the 2023-24 school year, the district added diagnostic testing at Palmer High School to develop a more comprehensive picture of student progress and needs. **NWEA MAP Growth** is now being used from grades 6-10. Vertical data helps to inform curriculum and instruction decisions.

Old Mill Pond School utilizes a Response to Intervention (RTI) approach that is in line with the Massachusetts Tiered System of Support. There are universal screeners for English Language Arts and Mathematics used in combination with district-selected and curriculum-based assessments to determine if students are making effective progress. Frequent Data teams are held to monitor progress and make decisions about how to best serve students and assign interventions as needed. Between data team meetings, a teacher can refer a student who is struggling academically or behaviorally to the Teacher Assistance Team (TAT), which is composed of key staff including the principal, school adjustment counselor, Title 1 coordinator, special educators, school psychologist, and classroom teachers. The TAT recommends a course of action based on the nature of the need presented which may include assignment to a Title 1 intervention group or a number of other accommodation or intervention strategies.

A Closer Look at Teaching and Learning Palmer High School (6- 12)

Palmer High School (PHS) utilizes a three-tiered system of support for all students. A three-tiered model for instruction and intervention is based on the principle that academic and behavioral supports are first provided at a core or universal level to effectively address the needs of all students in a school (referred to as Tier 1). However, not all students will respond to the same curricula and teaching strategies. As a result, some students with identified needs receive supplemental or targeted instruction and intervention at Tier 2. Finally, at Tier 3, a few students with the most severe needs receive intensive and individualized behavioral and/or academic support. The TAT process is still in its early stages. Further work and attention are needed in this area, providing an opportunity for growth and development.

A Closer Look at Teaching and Learning in the Department of Student Services

The Department of Student Services includes all special education programs, English as a Second Language Programs, home and hospital tutoring, and McKinney-Vento (homeless) and new student registration. The department is responsible for the screening and evaluation of children between the ages of 3 and 21 for possible special needs. In addition, the department is responsible for assessing students' English Proficiency and providing appropriate services.

Student Services offers a full range of programs for students with disabilities at all levels beginning with an integrated preschool and continuing services through graduation, including transition planning services for students who do not graduate with a diploma. The department provides an extensive array of supplemental support services including speech/language, occupational therapy, physical therapy, BCBA, social skills behavioral support services and school adjustment counseling. Services for low incidence (such as a Deaf or Blind) children are contracted annually as prescribed by the student's Individual Educational Plans.

The school system continues its effort, on the part of each of the schools, to meet students' needs within the classroom in the least restrictive setting. When this is not possible, each school provides a variety of options to meet the needs of students while allowing them to remain in their own community. Programs at each level are available for students with language-based learning needs, Autism, intellectual impairments, health, vision, physical and emotional disabilities. Each school offers life skills curricula and support for social-emotional development with therapeutic supports.

The Department of Student Services continues to improve and develop in the area of inclusion practices, professional development for teachers and paraprofessional staff,

program design and curriculum. The district continues to be committed to bringing tiered systems of support, social emotional supports, an improved pre-referral process, enhanced structures and supports for IEP writing, inclusion practices, co-teaching strategies, and improved outcomes for our students with disabilities and our English language learners.

College and Career Readiness

Sixty-eight seniors graduated from Palmer High School in 2022. Of those 68 graduates, 87% are attending either a 4-year or a 2-year college, including 32% attending a 4-year college, 55% enrolled in a 2- year college, 2% attending a technical/trade/other school, and 11% heading to the workforce. The Advanced Placement Program continued to grow and flourish at Palmer High School, thanks to the partnership forged with the Mass. Math and Science Initiative (MMSI). There were 53 juniors and seniors enrolled in AP taking 87 courses. This Sustaining Partnership Program offered teacher training by the College Board familiarizing our teachers with AP curriculum, advanced instructional practices, and current technologies. Six (6) PHS students participated in Dual Enrollment, taking classes at Holyoke Community College to earn both high school and college credit. Through our School-to-Career Program in partnership with River East School-to-Career Program, we provided the opportunity for 29 juniors and seniors to participate in 46 work-based learning experiences. Our students were able to gain hands-on experiences in education, health care, business, and more. Ten students also participated in the HSSIEP (High School Senior Internship in Education Project) sponsored by Massachusetts Department of Elementary & Secondary Education in which students were able to get paid for their education internships.

Continued partnerships for School to Career and Dual enrollment should be investigated further. As stated earlier, the high school Block schedule poses obstacles for variety and opportunities for all of the students and will need to be looked into further.

Growth Opportunity #5: Challenging the Status Quo

This report began with the premise that we are at a crossroads in public education. How will the Palmer Public Schools respond? The only answer that properly captures the information collected and analyzed is to challenge the status quo. Our staff and students deserve a school system that tackles problems from an honest and accurate lens and addresses those challenges with solutions that address the root cause. All indications are that the team in place - staff, administration, School Committee, the school community and the greater Palmer community is ready to tackle this challenge and embrace it head on.

Budget Process (Grants)

Outside of the infusion of ESSER grants monies, the Palmer Public Schools receives approximately $1,000,000 in different entitlement grants including Title I, Title II, Title IV, and IDEA. Smaller competitive grants have been awarded on occasion but are rare. Over the past couple of years, it appears that awarded grant funds have been used as "offsets" to the overall salary line. Additionally, there is evidence that there was little to no discussion with key stakeholders on specific benefits with allocating these funds (e.g. supplies and materials, professional development opportunities, after-school/summer enrichment programs, etc.). This provides the opportunity to better understand the needs and wants from the various stakeholders to better serve all of our students.

Hybrid Transportation Model

The Palmer Public Schools has had a hybrid transportation department for many years. This hybrid transportation model provides transportation to general education students using a subcontracting company and Palmer Public Schools 7D van drivers for special education students that also includes students attending school in our school district and a very small number of students attending school in an out of district program. It may not be cost effective to continue with this model. The transportation fleet is now aging and operates without a facility. Considerable capital expenditure will become crucial to the revitalization and/or upkeep of the fleet. In addition, salary, benefits, retirement and workers' compensation insurance is an added expense. The district must examine ways to best meet the transportation needs of its students while maintaining a budget that is attainable and sustainable.

D. Conclusion

Over the next several months, the District Leadership Team along with stakeholder feedback and input will assist in drafting the new strategy and ultimately, the strategic plan. The contents of this report will be shared through the School Committee meeting process and in upcoming community forum meetings. The drafting of the new strategy and strategic plan for continuous improvement will be the next steps in this process.

It is a true honor and privilege to serve as Superintendent of the Palmer Public Schools and I am excited to continue to collaboratively lead the District through this important period of reflection and growth.

Respectfully,
Matthew T. Francis, *Superintendent of Schools*

EDUCATION

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

PATHFINDER REGIONAL VOCATIONAL TECHNICAL HIGH SCHOOL DISTRICT

Eric Duda, Superintendent

Pathfinder Tech
240 Sykes Street | Palmer, MA 01069-1868
Phone: 413- 283-9701

Ryan Rege, Principal
Lisa Tassone, Asst. Principal
Shelly Zayas, Adult Continuing Education

Introduction

The Pathfinder Regional Vocational Technical High School District Committee, together with Superintendent Eric Duda, is pleased to present this annual report to the citizens of the nine-town district. The report highlights key achievements, updates, and the fiscal health of the school district for the year 2025.

Expansion Initiative

In October 2025, it was announced that Pathfinder Tech was embarking on a 150- seat capacity expansion in the town of Belchertown. This is a major strategic initiative designed to address sustained, record-high demand for admission to the district's career and technical education programs. The project will establish a second campus at the former Cold Spring Elementary School in Belchertown, made possible through a long-term lease agreement with the town following the elementary school's planned closure in June 2026. Located approximately 10 minutes from the main Palmer campus, the Cold Spring site was identified as a unique opportunity to expand student capacity while maintaining educational use of an existing community facility. As presented in the 2025 plan, the Cold Spring campus is scheduled to open in August 2026 and is projected to add more than 150 student seats within three years of operation. The expansion also includes renovations and modernization of the Belchertown facility, the addition of academic space at the Palmer campus, and the expansion of adult continuing education offerings. Collectively, these efforts represent one of the most significant expansions of career technical education in the region in decades and reflect the district's continued commitment to workforce development, community partnerships, and equitable access to high-quality Chapter 74 career technical program offerings.

FY25 Budget Overview

In 2025, the Pathfinder Regional School Committee approved a final FY26 budget of $17,302,239 representing a 3.92% increase over the FY25 budget. This budget was unanimously approved by all nine towns within the district during their respective town meetings and town council meetings, in accordance with the regional school budget statute. The budget was formulated based on enrollment figures from October 1, 2024. Pathfinder Tech continues to prioritize educational excellence through exercising fiscal responsibility by employing cost reduction and asset reallocation strategies such as health insurance adjustments, grant acquisition, utility net metering contracts, and by performing inhouse infrastructure projects. These efforts ensure that Pathfinder Tech remains financially sustainable while providing high-quality technical education to our students.

Grant Initiatives Highlights

In 2025, Pathfinder Tech secured significant competitive grant funding that strengthened student supports, instructional programs, and learning environments across the school. These investments advanced the district's mission by expanding health and wellness services, supporting professional development, modernizing instructional spaces, and enhancing career and technical education aligned to industry standards. Grant funds supported per diem nursing and dedicated counseling services; professional development for staff implementing a new IEP format; and equipment upgrades through the Perkins Equipment Grant, including a hybrid vehicle for Automotive Technology. Continued grant implementation improved science lab spaces and supported Project Lead the Way coursework, while separate funds completed weight room improvements for staff wellness. Implementation also began on the $1.25 million Skills Capital Grant, funding major renovations and equipment upgrades for the Electrical and Horticulture programs. Additional community and foundation grants enriched student experiences through cultural programming, industry equipment, scholarships, and FIRST Robotics competition support. Together, these grants reflect strong community investment and continue to positively impact student learning, well-being, and program quality at Pathfinder Tech.

Cooperative Education and Technical Program Highlights

Pathfinder Tech's Cooperative Education program continues to provide invaluable real-world experience to students, benefiting both the local workforce and community members. During 2025, a total of 90 student placements occurred as part of Pathfinder Tech's Cooperative Education Program and 24 students were employed through the WIOA program. These talented and well-trained students continue to be a highly valued resource to the local labor market. Pathfinder Regional Vocational Technical High School continued to provide high-quality career and technical education while serving its member towns through hands-on

learning, student achievement, and community-based projects. Students actively participated in regional, state, and national competitions aligned with their technical programs:

- **DECA:** Students competed in DECA district and state-level competitions, demonstrating skills in business, marketing, finance, and entrepreneurship.
- **SkillsUSA:** District and State Competitions were held, with numerous Pathfinder Tech students earning top placements. As a result, three students qualified for and competed at the SkillsUSA National Leadership & Skills Conference in Atlanta, Georgia.
- **National FFA Organization:** Pathfinder Tech students participate in regional and state FFA competitions, applying technical, leadership, and teamwork skills through hands-on agricultural and horticultural events that support career readiness and industry standards.
- **Robotics:** The Pathfinder Tech robotics team competes annually in the FIRST Robotics Competition (FRC), providing students with experience in engineering design, programming, teamwork, and problem-solving.

All technical programs at Pathfinder Tech provide students the opportunity to earn industry recognized credentials, supporting workforce readiness, employability, and postsecondary pathways. Credentials include, but are not limited to, OSHA, technical skill certifications, and advanced software or trade-specific credentials such as SolidWorks. Several technical programs provide offsite learning opportunities while directly supporting member towns and community partners:

- **Carpentry, Collision Repair, Automotive Technology, and Plumbing** programs complete outside projects annually, including the construction of a full residential house as well as numerous municipal and community-based projects. These projects allow students to apply technical skills while contributing meaningful services to local municipalities.
- **Cosmetology:** Students provide services to clients on campus and participate in statewide events, including the Beauty School Battle competition.
- **Culinary Arts and Hospitality Management:** Students operate the school's in-house restaurant, Perso, and provide catering services for school, municipal, and community events, gaining real-world experience in food service and hospitality operations.

These accomplishments reflect Pathfinder Tech's continued emphasis on:

- Career-connected and project-based learning
- Industry-recognized credentials across all technical programs

- Student leadership and competitive excellence
- Strong partnerships with member towns and community organizations

Student Services and Guidance:

The Student Services/ Guidance Department supports students' diverse needs, including Special Education, Mental Health/Social Emotional Learning (SEL), English Learners programs, and post-secondary planning.

- Individualized Education Plans (IEPs) and 504's: The department managed approximately 160 IEPs, 60 504's, and implemented targeted interventions for students.
- Social-Emotional Learning: The ORI Learning curriculum continues to be implemented for all 9th graders, with a Tiered Support System addressing students' mental health and emotional needs.
- Comfort Animal: Scout continues to provide emotional support for students and staff.

Curriculum and Professional Development:

Curriculum development and professional growth continue to be focal points at Pathfinder Tech. Highlights include:

- **Professional Development:** For Professional Development we have started a partnership with Dr. Heidi Hayes Jacobs as we advance our work on writing high-quality curriculum across all subject areas. With Dr. Jacobs' guidance, our focus will be on creating clear, innovative, and coherent learning experiences for all students, aligned with our district's goals for teaching and learning.
    - As part of this ongoing work, all curriculum documents will be developed and organized in a single, centralized location within PowerSchool Curriculum & Instruction. This unified platform will ensure easy access for educators, consistency across grade levels, and a streamlined process for curriculum review and collaboration.
    - We look forward to another productive year of growth, reflection, and meaningful curriculum development.
- **Data-Driven Interventions:** Extra help sessions were introduced during school vacations to support students struggling with coursework.
- **Instructional Coaching:** The school moved towards a more traditional instructional coaching model in the 2024-2025 school year, focusing on teacher support and professional development.

- **IXL Integration:** The online platform IXL was integrated into the curriculum for grades 9-12 to reinforce academic skills.

Adult Continuing Education:

The Adult Continuing Education program at Pathfinder Tech proudly marked its third year of course offerings. These initiatives, supported by a CTI grant from Commonwealth Corporation, are in direct alignment with our mission to engage and empower the community by providing valuable educational opportunities.

We continue to collaborate closely with the MassHire Springfield Career Center and the Hampden County Workforce to ensure these programs meet the evolving needs of our community. We are committed to expanding our course catalog with additional programs tailored to address the specific needs and demands of our community.

Conclusion:

As Pathfinder Tech celebrates its 53rd year of excellence in career and technical education, we extend our sincere appreciation to our legislative partners, member communities, town officials, and all who continue to support our mission. With the announcement of the Cold Spring expansion project in 2025, the district has taken a significant step toward expanding access to high-quality career pathways and meeting growing regional demand. Together, we are not only honoring Pathfinder Tech's strong legacy but also investing in a future that empowers the next generation of skilled professionals and strengthens the regional workforce.

Respectfully submitted,

Julie Quink (Hardwick), Chair
David Droz (Palmer), Vice Chair
Lorraine F. Alves (Belchertown), Secretary
Robert Lavoie (Palmer)
John Sullivan (Belchertown)
R. Keith Valley (Monson)
April Judicki (Granby)
Martin Goulet (New Braintree)
Richard Olson III (Oakham)
Marie Barbara Ray (Ware)
Richard Fly (Ware)
John Nason (Warren)
Emerson Boronski, Student Member (Ware)
Eric Duda, Superintendent

PUBLIC INFORMATION

STAFF SALARIES

SCHOOL EMPLOYEES

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
ANDERSON JASON	$ 58,916.97	$ 959.01
ANDRE KIM	$ 12,915.14	$ -
ANDRE ZACKARY	$ 5,872.50	$ -
ANDREWS SYDNEY	$ 51,820.28	$ 2,483.13
ANTI KAREN	$ 57,717.00	$ 205.00
AYOTTE ERIN	$ 25,214.85	$ 61.51
BACON OLIVIA	$ 2,103.75	$ -
BALDWIN CARMEN	$ 29,029.20	$ 134.28
BAMBER JULIE	$ 25,811.27	$ -
BANVILLE LINDSAY	$ 42,153.78	$ -
BATES PAIGE	$ 31,752.66	$ -
BEAUCHEMIN LISA	$ 83,287.00	$ -
BEAULIEU COLLEEN	$ 4,290.30	$ -
BERGMAN STEPHANIE	$ 2,328.00	$ -
BICKEL AUSTIN	$ 510.00	$ -
BLAZEJOWSKI CRAIG	$ 86,699.97	$ 3,065.62
BRADEN ANTHONY	$ 1,199.90	$ -
BRASKIE SOFIA	$ 180.00	$ -
BRENNAN ERIK	$ 67,359.36	$ 2,316.16
BREYARE ALISSA	$ 84,703.00	$ 975.00
BROWN AMY	$ 450.00	$ -
BROWN JILL	$ 15,604.60	$ -

SCHOOL EMPLOYEES

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
BROWN SUSAN	$ 25,058.72	$ -
BROWNE SHEILA	$ 99,713.24	$ 13,832.92
BUCHMAN MARTINA	$ 84,703.00	$ -
BUREK APRIL	$ 68,765.08	$ 595.90
BURNS TRACY	$ 86,374.88	$ 1,959.76
CACI NICHOLE	$ 30,119.12	$ -
CARLOTTO SUSAN	$ 562.50	$ -
CARRASQUILLO LIANNA	$ 920.00	$ -
CASEY ASHLEY	$ 7,364.00	$ -
CHALMERS CATHERINE	$ 72,278.36	$ -
CHALMERS MEAGHEN	$ 70,636.48	$ 351.00
CHAMPAGNE KAREN	$ 26,710.29	$ -
CHARETTE MARY	$ 43,857.39	$ 1,200.00
CHARETTE SHAUNA	$ 19,854.24	$ -
CHARETTE ZACHARY	$ 9,444.00	$ -
CHASE MELISSA	$ 21,072.22	$ -
CHEVALIER ERIN	$ 77,894.90	$ 4,207.58
CHEVALIER PIERRE	$ 763.00	$ -
CHIACCHIA LORI	$ 30,444.88	$ -
CHILDS MICHELLE	$ 1,275.00	$ -
CHOINIERE BARBARA	$ 90,201.93	$ -
CLIFFORD BRIANNA	$ 49,665.00	$ -

SCHOOL EMPLOYEES

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
COLLAMORE BRIAN	$ 64,082.76	$ -
COLLINS SANDRA	$ 87,881.10	$ 6,355.00
COMO TRACY	$ 23,851.00	$ -
COMRIE VANESSA	$ 86,374.88	$ 775.00
CONLEY SHEA	$ 67,786.24	$ 3,618.14
CORCORAN CAMERON	$ 20,801.45	$ -
CORCORAN PAULA	$ 48,462.42	$ 1,200.00
CORDELLO TONI	$ 39,583.64	$ 4,091.01
COULOMBE LAURA	$ 41,406.72	$ -
COWLEY COURTNEY	$ 83,967.16	$ 456.00
CRAIG ANGELA	$ 78,719.76	$ 8,348.74
CRUMP ELISHA	$ 599.40	$ -
CULLIGAN COLLEEN	$ 10,561.94	$ -
DEAN MEGAN	$ 16,465.74	$ -
DEFRANCO CHRISTINE	$ 62,000.12	$ 1,075.00
DESANTIS OLIVIA	$ 944.10	$ -
DIAMANTI SONIA	$ 1,762.20	$ -
DILEONE FREDERICK	$ 1,500.00	$ -
DINEEN CATHERINE	$ 99,713.24	$ 22,338.40
DION JILL	$ 81,212.98	$ 5,995.02
DISLEY FAWN	$ 1,423.80	$ -
DOBIECKI KRISTINA	$ 84,703.00	$ 5,829.76

SCHOOL EMPLOYEES

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
DORVAL NADIA	$ 88,371.18	$ -
DUBUC MONIQUE	$ 123,999.98	$ -
DUGGAN HANNAH	$ 4,540.74	$ -
DUGRE ALISON	$ 64,492.12	$ 565.83
DUNPHY CASEY	$ 63,388.96	$ 819.50
DUNPHY KELLEY	$ 528.13	$ -
EDWARDS SARAH	$ 85,355.22	$ -
ELIE AMANDA	$ 78,719.76	$ 5,425.52
ENDER DAVID	$ 2,600.00	$ -
ESPOSITO KRISTIN	$ 64,082.76	$ -
EVANS BRIANNA	$ 1,395.00	$ -
FIGUEROA HEATHER	$ 30,879.40	$ -
FINLEY JENNIFER	$ 16,864.45	$ -
FONTAINE MICHELLE	$ 10,640.00	$ -
FONTAINE SUSAN	$ 12,449.60	$ -
FORD MICHELLE	$ 41,154.14	$ 1,200.00
FORKEY ROSARIS	$ 1,446.30	$ -
FOUNTAIN HALEY	$ 3,729.00	$ -
FRANCIS MATTHEW	$ 162,999.98	$ -
FREDETTE STEPHEN	$ 3,564.00	$ -
FRUHWALD JESSICA	$ 55,629.00	$ -
GAFFRON JOHN	$ 99,713.24	$ 23,367.50

SCHOOL EMPLOYEES		
EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
GALARNEAU MEGAN	$ 3,689.61	$ -
GALAT MICHAEL	$ 29,618.18	$ -
GALICA PETER	$ 25,668.00	$ -
GANCORZ SAMANTHA	$ 33,306.21	$ -
GENDREAU LEANA	$ 51,500.02	$ -
GERMAIN SHAWN	$ 93,774.98	$ 7,888.00
GIROUARD ELIZABETH	$ 10,047.30	$ -
GIROUX JODEE	$ 78,719.76	$ -
GOULD DANIELLE	$ 24,252.60	$ -
GRANGER ANTHONY	$ 77,249.90	$ 750.10
GRAVELINE JOHN	$ 43,771.44	$ 942.78
GRISWOLD HUNTER	$ 2,460.00	$ -
GRUMOLI ROBERT	$ 900.00	$ -
GUIDOTTI RACHEL	$ 40,029.68	$ 2,793.00
GUILD CASSANDRA	$ 60,803.88	$ 228.00
GUNTHER SARAH	$ 32,944.42	$ -
HAAS MICHAEL	$ 84,703.00	$ 975.00
HALEY JARED	$ 71,584.36	$ 475.40
HALEY TAYDEM	$ 3,495.00	$ -
HANDZEL ZACHARY	$ 5,282.00	$ -
HARRIS AMANDA	$ 19,432.96	$ -
HART COLLIN	$ 62,256.56	$ 2,584.00

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
HART MELODY	$ 50,490.00	$ -
HAVERSTOCK KAYLA	$ 1,710.00	$ -
HERRING AMY	$ 97,227.00	$ 2,684.00
HERRING SAMANTHA	$ 59,443.01	$ 399.60
HEYDARE ALI	$ 16,874.20	$ -
HEYDARE CHRISTINE	$ 27,083.04	$ -
HOLLOWAY PAUL	$ 89,773.00	$ 775.00
HORRIGAN ANDREW	$ 510.30	$ -
HOTCHKISS KAYLEE	$ 83,967.16	$ 950.76
HUA LISA	$ 68,812.04	$ 3,152.96
HUBBARD JOSHUA	$ 66,609.52	$ 5,926.02
JERARD THOMAS	$ 63,731.16	$ -
JIANACES JESSICA	$ 31,733.73	$ 243.47
JOHNSON HEATHER	$ 88,274.88	$ 2,145.00
JUAREZ IAN	$ 1,250.00	$ -
KEARNEY JENNIFER	$ 2,186.92	$ -
KEATON ASHLIE	$ 59,163.96	$ 228.00
KELLAHER TODD	$ 86,374.88	$ 2,404.14
KLUPA MARY	$ 86,374.88	$ 2,808.54
KNOWLTON SARAH	$ 48,499.88	$ -
KONRAD AURIEL	$ 25,520.13	$ -
KORZEC HEATHER	$ 89,723.60	$ 1,882.92
KOSS GREGORY	$ 77,109.48	$ 775.00

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
KOZLIK KAREN	$ 4,490.85	$ -
KRZYKOWSKI ASHLEY	$ 8,102.12	$ -
LACROIX PAUL	$ 12,912.58	$ -
LALIBERTE BECKY	$ 84,190.20	$ 156.00
LAMADELEINE VINCENT	$ 12,152.80	$ -
LAMB BETHANY	$ 70,461.99	$ 422.55
LANDINE KATHERINE	$ 86,374.88	$ 2,429.40
LANEIRO COLLIN	$ 52.20	$ -
LANZILLO ANDREA	$ 17,223.16	$ -
LAROSA GRACE	$ 19,824.46	$ -
LAROSE SCARLETT	$ 270.00	$ -
LAVALLEE CHRISTINE	$ 86,796.85	$ 6,400.52
LAVALLEY BRENDA	$ 28,984.39	$ -
LAVALLIE KEITH	$ 1,264.56	$ -
LAVELLE ERICA	$ 86,374.88	$ 1,425.76
LAVELLE MAUREEN	$ 33,473.03	$ -
LECH DOROTHY	$ 14,489.16	$ -
LEFFERTS CASSIDY	$ 23,601.59	$ -
LES RICHARD	$ 16,003.30	$ -
LETENDRE CHRISTIAN	$ 13,529.70	$ -
LETENDRE JACK	$ 6,444.30	$ -
LEVASSEUR DENISE	$ 880.50	$ -
LEVASSEUR KENDALL	$ 1,575.00	$ -

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
LEWIS ALYSSA	$ 18,557.85	$ -
LIS ANGELA	$ 25,027.69	$ -
LOCKWOOD SHELLEY	$ 33,363.39	$ 800.00
LOFTON GLYNIS	$ 31,741.97	$ -
LOGSDON LYNN	$ 85,895.87	$ 1,150.00
LONG MARINA	$ 508.00	$ -
LORDAN ASHLEY	$ 72,278.36	$ 404.00
LOVELL MATTHEW	$ 1,199.90	$ -
LYNCH ELIZABETH	$ 26,295.17	$ 600.00
LYNCH KERRY	$ 93,116.92	$ 952.00
MA JAMES	$ 2,372.00	$ -
MA XUEWU	$ 7,105.00	$ -
MACKIEWICZ KYLE	$ 45,733.00	$ 1,167.86
MALLETT SABRINA	$ 900.00	$ -
MANCUSO CHRISTOPHER	$ 28,201.42	$ -
MANCUSO HEATHER	$ 61,418.75	$ 228.00
MANSFIELD CHRISTINE	$ 26,919.12	$ -
MANTERIA PENNY	$ 97,390.02	$ -
MANTERIA SAMUEL	$ 3,578.00	$ -
MARCEAU KATHERINE	$ 88,371.18	$ 3,184.20
MARCINIEC KARYN	$ 89,446.18	$ 2,641.00
MARCINIEC MATTHEW	$ 72,278.36	$ 11,303.28
MARRIOTT GAIL	$ 97,783.24	$ 1,225.76

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
MARSH WILLIAM	$ 20,846.50	$ -
MARTINEZ CYNTHIA	$ 23,576.58	$ -
MASSE CASSANDRA	$ 23,784.90	$ -
MASTERSON SAMANTHA	$ 22,625.52	$ -
MATERA ANN	$ 83,967.16	$ 1,729.00
MATERA TODD	$ 58,094.40	$ 2,757.90
MATTHEWS ROLAND	$ 81,759.08	$ -
MATTHIEU COLLEEN	$ 30,864.88	$ -
MAZZA ELIZABETH	$ 968.00	$ -
MCCARTHY CHERYL	$ 88,371.18	$ 1,306.00
MCINTIRE HEATHER	$ 88,371.18	$ 6,400.52
MCINTOSH-PATNOE EMILY	$ 69,737.91	$ -
MCINTYRE MICHAEL	$ 88,432.00	$ 5,440.00
MCKEE VICKI	$ 19,455.40	$ -
MCNALLY RACHEL	$ 576.00	$ -
MENARD SARA	$ 119,999.98	$ 750.00
MESSING MELISSA	$ 84,703.00	$ 1,967.24
MIGLIOZZI REE	$ 88,371.18	$ 2,621.10
MILLER MARK	$ 97,783.24	$ -
MINNS RYAN	$ 88,928.00	$ 1,760.76
MISISCHIA MELISSA	$ 9,466.68	$ -
MOCK STEFFON	$ 23,067.80	$ -
MOFFA FREDERICK	$ 58,226.84	$ 228.00

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
MONETTE STEPHANIE	$ 17,450.26	$ -
MOORE KACEY	$ 14,316.90	$ -
MORAN-STEELE CAROL	$ 11,716.57	$ -
MORRELL JENNIFER	$ 57,992.00	$ -
MORRISON SHANNON	$ 1,209.89	$ -
MOSELEY ROBERT	$ 55,814.01	$ -
MURPHY KELLIE	$ 61,688.04	$ 575.25
MURPHY TRACY	$ 25,991.61	$ 1,722.50
NADEAU ERICA	$ 1,199.90	$ -
NASH PAULA	$ 84,703.00	$ 1,923.50
NASON JAIME	$ 85,606.12	$ -
NEILSEN KASSIDY	$ 1,770.30	$ -
NEWTON LISA	$ 86,509.57	$ 3,671.31
NIETUPSKI TINA	$ 21,168.98	$ -
NOONAN SANDRA	$ 1,199.90	$ -
NORTH BRITTANY	$ 69,632.56	$ 1,709.50
NORTH SUSAN	$ 122,249.92	$ 2,774.00
NOWICKI SALLY	$ 20,710.14	$ -
NUTE CHERYL	$ 8,386.00	$ -
OBRIEN ELIZABETH	$ 84,703.00	$ 1,309.00
O'BRIEN REBEKAH	$ 68,307.76	$ 4,992.00
OBRIEN RIHANA	$ 68,544.06	$ -
OCHS CHRISTINE	$ 24,113.35	$ 800.00

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
O'DEAN AALIYAH	$ 45.00	$ -
OGOLEY LANE	$ 3,352.23	$ -
O'KEEFE ELIZABETH	$ 12,688.09	$ -
OLDENBURG MARC	$ 90,680.98	$ 3,545.80
OLDENBURG OWEN	$ 2,058.00	$ -
ORSZULAK MICHAEL	$ 87,530.93	$ 1,537.48
PARDO JEFFREY	$ 27,785.42	$ -
PARKER AMANDA	$ 26,502.19	$ -
PARKER KELLY	$ 59,999.94	$ 3,729.00
PARZIVAND LAUREN	$ 64,082.76	$ 5,310.12
PASQUAROSA ANTHONY	$ 84,703.00	$ 775.00
PAYNE MAURICE	$ 3,961.00	$ -
PEDRO DOREEN	$ 22,333.80	$ -
PENDRICK NATHALIE	$ 51,115.40	$ -
PEREIRA ANTHONY	$ 10,536.29	$ -
PERNICIARO ALISSA	$ 77,799.48	$ 1,051.40
PERRY KARYN	$ 59,763.98	$ 682.50
PETERSON KATHRYN	$ 67,793.00	$ 1,254.00
PETIT DAVID	$ 84,703.00	$ 1,438.00
PETRASHEWICZ JOHN	$ 12,047.80	$ -
PETRASHEWICZ LORETTA	$ 3,281.96	$ -
PETRASHEWICZ MELISSA	$ 57,252.00	$ 2,400.70
PILLERI KATIE	$ 60,803.88	$ -

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
PINNEY DIANE	$ 59,163.96	$ 228.00
PINTO EMILY	$ 14,545.20	$ -
PLACANICO AALIYAH	$ 21,577.40	$ -
POULIOT ANNE	$ 75,445.78	$ 1,792.40
PRESCOTT LAUREL	$ 75,445.78	$ 2,434.92
PUCKETT KRYSTIN	$ 30,242.60	$ -
PUCKETT MARIA	$ 11,891.32	$ -
QUINK JESSE	$ 4,110.00	$ -
RAFTERY MICHELLE	$ 29,145.94	$ -
RATHBONE BONNY	$ 1,199.90	$ -
RAYMOND AMBER	$ 60,087.02	$ -
RAYMOND EMILY	$ 39,123.26	$ 3,515.00
RAYMOND TINA MARIE	$ 31,635.83	$ 3,500.00
RECORE MELISSA	$ 71,941.76	$ 456.00
REGAN KATHLEEN	$ 84,233.27	$ 975.00
RIBEIRO SANDY	$ 7,992.66	$ -
RICE ANGELA	$ 21,192.59	$ -
RIEL CYNTHIA	$ 67,930.98	$ 600.00
RINALDI ERIC	$ 150.30	$ -
RIOPEL HOLLY BETH	$ 110,854.12	$ 1,529.00
RIZZO KIMBERLY	$ 88,022.88	$ 156.00
ROBBINS-DAVIES EVA	$ 97,783.24	$ -

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
ROBINSON CARMELLA	$ 21,601.82	$ -
ROBINSON CUMMINGS BEN	$ 1,620.00	$ -
ROCKER MELISSA	$ 80,713.22	$ 3,076.00
RODRIGUEZ FRANCESCA	$ 57,270.00	$ 8,438.63
RODRIGUEZ JOLEEN	$ 168.00	$ -
ROLDAN KAYLA	$ 12,788.70	$ -
ROULEAU CAMERON	$ 10,255.29	$ -
ROY HANNAH	$ 225.00	$ -
ROY MADELYN	$ 135.00	$ -
ROY MARY	$ 62,921.04	$ 2,983.00
RUEDA NEYSHA	$ 7,243.95	$ -
RUSSO DEBORAH	$ 13,662.12	$ 6,200.00
RUSSO MARCIA	$ 22,350.72	$ -
RYAN DOROTHY	$ 84,703.00	$ 975.00
SACCO AMY	$ 4,999.94	$ -
SALVAREZZA LINDSEY	$ 61,599.12	$ 234.00
SALVO NIA	$ 14,474.72	$ -
SANCHEZ ENRIQUE	$ 94,374.00	$ -
SANDOVAL CELSO	$ 8,619.00	$ -
SANDOVAL JENNIFER	$ 43,729.11	$ 7,954.00
SANTOS HEATHER	$ 84,703.00	$ 775.00
SANTOS ROBIN	$ 84,703.00	$ 5,561.92

SCHOOL EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
SATKOWSKI KATHARYN	$ 29,817.58	$ -
SAVICKI MELINDA	$ 24,949.31	$ 3,337.00
SAWICKI SEAN	$ 85,606.12	$ 234.00
SEGUIN JODIE	$ 26,947.60	$ -
SENECAL SARAH	$ 59,163.96	$ 228.00
SHAW JILL	$ 5,282.00	$ -
SHAW LAUREN	$ 21,589.68	$ 119.28
SHORETTE EMMA	$ 9,047.50	$ -
SICILIANO ELIZABETH	$ 85,907.26	$ 3,930.90
SIKORSKI CAROL	$ 24,091.53	$ 600.00
SILVA STEPHEN	$ 44,241.60	$ 7,171.09
SIMPKISS KELLY	$ 91,444.88	$ 266.00
SKOWYRA DONNA	$ 17,590.84	$ -
SLAVICK WANDA	$ 1,650.00	$ -
SMITH EILEEN	$ 40,827.98	$ -
SMOLA DERRICK	$ 38,323.90	$ -
SMOLA GAVIN	$ 4,779.00	$ -
SPILLERS MADISON	$ 67,359.36	$ 708.00
SROKA MELANIE	$ 24,995.04	$ -
ST AMAND KATHERINE	$ 23,547.90	$ -
ST. DENIS STEPHANIE	$ 58,280.61	$ -
STANIKMAS ASHLEY	$ 9,472.51	$ -

SCHOOL EMPLOYEES CONTINUED		
EMPLOYEE	**REGULAR COMPENSATION**	**ADD'L COMPENSATION**
STEWART ERICA	$ 6,120.00	$ -
SWEENEY TESS	$ 12,650.00	$ -
SWICONEK THOMAS	$ 56,997.44	$ -
SYNER BARBARA	$ 9,014.24	$ -
TALBOT JASON	$ 3,961.00	$ -
TATLOCK CRISTINA	$ 109,713.24	$ 2,248.50
THERIAULT AMANDA	$ 880.50	$ -
THERIAULT MADALYN	$ 3,259.00	$ -
THIBEAULT ALICIA	$ 12,244.36	$ 817.30
THOMPSON JEMMA	$ 4,043.50	$ -
TIMMERWOODZ HANNAH	$ 62,738.97	$ 2,983.00
TOWNLEY JENNIFER	$ 87,558.10	$ 8,837.77
TRIOZZI DAVID	$ 88,371.18	$ 670.40
TRIOZZI JACQUELINE	$ 88,932.18	$ 497.25
TRZPIT EVAN	$ 45,843.20	$ 137.15
VANASSE LAURIE	$ 52,339.00	$ 477.75
VAUTRAIN JACOB	$ 10,357.50	$ -
WALCH LISA	$ 35,966.06	$ 3,433.61
WEBBER MELISSA	$ 88,371.18	$ 6,500.52
WHITAKER FAITH	$ 11,430.32	$ -
WHITNEY CAITLIN	$ 71,941.76	$ 663.00
WILK SANDRA	$ 99,713.24	$ 14,000.00

SCHOOL EMPLOYEES CONTINUED		
EMPLOYEE	**REGULAR COMPENSATION**	**ADD'L COMPENSATION**
WOOD ALANNAH	$ 12,286.50	$ -
WOOD BIANCA	$ 25,893.68	$ -
WOODARD MEGAN	$ 6,205.02	$ -
WYSTEPEK HEATHER	$ 742.50	$ -
ZOSCHAK LAURA	$ 34,702.42	$ 1,000.00
	$ 14,196,380.06	**$ 375,715.28**

TOWN EMPLOYEES

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
ANDREWS CALEB	$ 305.25	$ -
ANDREWS ETHAN	$ 217.50	$ -
ANDREWS MAYA	$ 584.00	$ -
APONTE JOSE	$ 11,485.84	$ 1,944.17
APONTE TYSHAUWN	$ 51,962.40	$ 8,511.24
ARESCO LAWRENCE	$ 13,949.14	$ -
ARMITAGE CAROL	$ 750.00	$ -
ARROYO ADRIAN	$ 1,080.00	$ -
BAER KENNETH	$ 86,348.62	$ 36,769.89
BAER VANESSA	$ 495.00	$ -
BALDYGA CAROLYN	$ 71,362.92	$ 1,550.00
BALDYGA DIANE	$ 108.75	$ -
BALLOU MAXWELL	$ 40,919.58	$ -
BARRY BARBARA	$ 1,200.00	$ -
BAUER NANCY	$ 168.75	$ -
BEAUPARLANT PAMELA	$ 176.48	$ -
BECHARD JONATHAN	$ 6,320.16	$ -
BEDORE BRANDON	$ 56,949.21	$ 27,244.25
BEDORE MATTHEW	$ 448.64	$ -
BEGLEY BERNICE	$ 593.25	$ -
BELISLE ROSALIE	$ 55,311.12	$ 7,764.56
BERNAT WILLIAM	$ 4,500.00	$ -
BIGDA JORDAN	$ 495.00	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
BIGDA SUZANNE	$ 217.50	$ -
BIGDA TYLER	$ 71,788.82	$ 41,882.23
BISH JONATHON	$ 1,200.28	$ 600.00
BLAZEJOWSKI ROCQUELINE	$ 517.50	$ -
BRADWAY CHAD	$ 48,504.24	$ 8,852.62
BRAWN AVA	$ 2,475.00	$ -
BRAWN MICHAEL	$ 51,705.64	$ 12,530.44
BRAY WILLIAM	$ 69,037.00	$ 46,073.69
BREADY RICHARD	$ 217.50	$ -
BROHMAN TINA	$ 47,763.00	$ -
BROTHERS BRAD	$ 168,146.64	$ 3,000.00
BROZEK BETTY	$ 303.75	$ -
BUCK MATTHEW	$ 73,907.64	$ 16,676.67
BURKE SANDRA	$ 9,595.65	$ -
BURNS CHRISTOPHER	$ 168,742.64	$ 255.40
BURNS DAVID	$ 88,279.57	$ 79,670.43
BURNS KATHLEEN	$ 705.50	$ -
BURNS LORNA	$ 273.75	$ -
BYRNES GLORIA	$ 108.75	$ -
CACI MARK	$ 1,200.00	$ -
CANARY TRAVIS	$ 6,210.00	$ -
CANTIN STACIA	$ 240.00	$ -
CARNEY RACHAEL	$ 84,329.87	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
CARNEY TODD	$ 51,586.55	$ 320.00
CARTER DENNIS	$ 10,980.00	$ -
CHALIFOUX JILL	$ 44,487.70	$ -
CHANG TERRENCE	$ 38,647.07	$ 3,938.04
CHARTIER	$ 407.85	$ -
CHARTRAND OLIVIA	$ 41,575.66	$ -
CHOQUETTE KAYLA	$ 8,601.90	$ 476.81
CIEJKA	$ 407.85	$ -
CIOFALO MICHAEL	$ 58,778.51	$ 20,436.03
CLARK RICHARD	$ 48,191.20	$ -
CLEMENT MATTHEW	$ 46,150.96	$ 5,452.11
CLIFFORD	$ 435.04	$ -
COACHE SUSAN	$ 68,994.73	$ 2,983.13
CODERRE DAVID	$ 312.45	$ -
COLE LAURIE	$ 2,293.14	$ -
COMEAU JOSEPH	$ 28,642.38	$ 1,916.48
CONLON KATHLEEN	$ 183.75	$ -
CORRIVEAU JESSE	$ 4,305.03	$ -
COSTA CATHERINE	$ 21,900.46	$ -
COSTA EVAN	$ 3,120.00	$ -
COTTER DAVID	$ 1,080.00	$ -
COTY THERESE	$ 16,372.77	$ -
COWHER ISAAC	$ 495.00	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
CROMACK LAWRENCE	$ 49,885.38	$ 1,693.90
CROWTHER BRETT	$ 63,925.88	$ 6,527.35
CURTIN RUTH	$ 227.51	$ -
CZECH NORMAN	$ 1,200.00	$ -
DAWSON JANET	$ 551.04	$ -
DAY SCOTT	$ 1,200.00	$ -
DECARA MATTHEW	$ 64,955.81	$ -
DEE MICHAEL	$ 1,200.00	$ -
DESANTIS MARY	$ 750.00	$ -
DETERMAN EMILY	$ 41,245.20	$ -
DUGRE NICHOLAS	$ 48,990.38	$ 29,615.91
DUNPHY CHRISTOPHER	$ 9,765.68	$ -
DZIEDZIC JOHN	$ 217.50	$ -
ENRIGHT JUSTIN	$ 5,803.08	$ -
FELIX IVAN	$ 66,915.45	$ 13,352.30
FENNER WILLIAM	$ 84,329.10	$ -
FERNANDS JOHN	$ 2,876.77	$ -
FERRY JOSEPH	$ 40,991.94	$ 450.00
FERRY MARGARET	$ 718.25	$ -
FICKETT MARY	$ 41,377.86	$ 808.02
FICKETT RICHARD	$ 666.68	$ -
FITZGERALD KATHLEEN	$ 750.00	$ -
FONTAINE LUCAS	$ 51,798.60	$ 7,435.23

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
FREDETTE KATHLEEN	$ 510.00	$ -
FRENIERE JOSEPH	$ 25,616.89	$ 4,893.97
FRYDRYK ROBERT	$ 6,305.63	$ -
GAUTHIER NICOLE	$ 62,723.61	$ 6,041.67
GEOFFRION DEBRA	$ 217.50	$ -
GERMAIN BONNIE	$ 13,407.48	$ -
GIBBS WAYNE	$ 29,877.12	$ 4,144.97
GIRARD CYNTHIA	$ 11,508.26	$ 805.03
GODDU CRYSTAL	$ 40,919.58	$ -
GODEK PATRICIA	$ 528.75	$ -
GOLENSKI AMY	$ 44,742.78	$ -
GRAVELINE JACQUELINE	$ 213.75	$ -
GREENE KYLE	$ 69,911.73	$ 23,044.59
GRISWOLD CHARLANN	$ 586.50	$ -
GRISWOLD DANICA	$ 55,167.09	$ -
GURNEY TESSA	$ 58,505.41	$ 224.17
GUZIK FREDERICK	$ 108.75	$ -
HALEY JEREMY	$ 87,189.33	$ 29,060.51
HALEY SCOTT	$ 54,685.01	$ -
HANDZEL DAVID	$ 64,435.68	$ 14,604.10
HEBERT PHILIP	$ 1,200.00	$ -
HELLIWELL ANITA	$ 963.75	$ -
HERRICK-WALLACE AIDAN	$ 48,903.90	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
HEYES TYLER	$ 5,400.00	$ -
HOFFMAN SAMANTHA	$ 12,107.55	$ -
HOLDEN CAROL	$ 416.25	$ -
HOUDE SUSAN	$ 360.00	$ -
HURTADO ANTHONY	$ 67,496.71	$ 49,499.54
IZYK RONALD	$ 664.00	$ -
JACQUES LISA	$ 38,954.27	$ 400.00
JANULEWICZ JOHN	$ 1,935.96	$ -
JASAK CYNTHIA	$ 48,252.04	$ 750.00
JASAK DONNA	$ 315.00	$ -
JOHNSON JACQUELINE	$ 506.25	$ -
JOHNSON JUNE	$ 303.75	$ -
JOHNSON MARLENE	$ 67,768.69	$ 400.00
JOSEPHSON RICHARD	$ 90,326.31	$ 2,700.00
JUOZAITIS ANTHONY	$ 61,367.38	$ -
JUSKO KEVIN	$ 62,096.33	$ 13,845.82
KACZMARCZYK MICHELE	$ 10,923.00	$ -
KEITH JESSICA	$ 496.50	$ -
KEITH NATHAN	$ 161.25	$ -
KEITH REBECCA	$ 692.75	$ -
KIELBANIA JACQUELINE	$ 202.50	$ -
KINSLEY AUSTIN	$ 18,855.98	$ 1,893.62
KLEIN KATRINA	$ 13,774.64	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
KNIGHT IAIN	$ 47,653.04	$ 11,972.68
KOPACZ SCOTT	$ 23,829.81	$ 7,697.63
KOSMIDER CHARLENE	$ 236.25	$ -
LACHUT JANICE	$ 228.75	$ -
LACHUT PHILIP	$ 105.00	$ -
LADIN JESSICA	$ 37,445.55	$ -
LAMAY LINDA	$ 1,177.85	$ -
LAMB NICHOLAS	$ 60,672.56	$ 26,774.28
LAMOTHE SHELBY	$ 65,312.64	$ 1,500.00
LAROSE MICHELLE	$ 37,408.97	$ -
LATOUR JOHN	$ 72,406.67	$ -
LATULIPPE CARRIE	$ 1,500.00	$ -
LEMIEUX MATTHEW	$ 1,200.00	$ -
LETENDRE JACK	$ 495.00	$ -
LETENDRE NATHAN	$ 660.00	$ -
LIBERA JADE	$ 2,902.50	$ -
LOMAX LAUREN	$ 12,919.08	$ 703.90
LORD KENNETH	$ 93,445.12	$ 300.00
LUKASKIEWICZ PAUL	$ 189.38	$ -
LUTKUS DENISE	$ 590.25	$ -
MAHER STEPHANIE	$ 78,701.35	$ -
MAILLOUX RICHARD	$ 33,160.05	$ -
MAJKA JOAN	$ 666.68	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
MALCOVSKY EMILY	$ 36,847.98	$ 600.00
MANN HOLLY	$ 49,059.21	$ -
MANNARINO HEIDI	$ 69,115.48	$ 1,050.00
MARCINIEC MICHAEL	$ 1,200.00	$ -
MARINI JACOB	$ 37,437.63	$ 23,037.02
MARTOWSKI BARBARA	$ 517.50	$ -
MASLON JOHN	$ 303.75	$ -
MASOTTI THOMAS	$ 14,021.50	$ -
MASTALERZ CECELIA	$ 116.25	$ -
MASTORAKIS TRACY	$ 16,120.19	$ -
MCKEE LINDA	$ 510.00	$ -
MEADE FRANCIS	$ 2,520.00	$ -
MELNICK CHRISTOPHER	$ 86,516.39	$ 45,565.63
MIARECKI CHRISTINE	$ 346.20	$ -
MIDWOOD JONATHAN	$ 49,767.20	$ 4,931.58
MITCHELL JAMES	$ 5,120.00	$ -
MORSE MATTHEW	$ 72,978.40	$ 10,808.48
MOYNAHAN DENNIS	$ 58,385.34	$ 16,092.75
MOYNAHAN ESTELLE	$ 112.50	$ -
NGAN ASHLEY	$ 57,292.15	$ -
NICHOLS GERALD	$ 3,715.50	$ -
NICOLL BRIAN	$ 55,451.40	$ 3,701.19
OCONNOR HELENE	$ 54,002.64	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
OTTOMANIELLO MARLENE	$ 55,415.54	$ -
PAGAN NATHANIEL	$ 73,014.99	$ 33,870.04
PARDO JEFFREY	$ 63,414.45	$ 15,605.10
PARENT ABIGAIL	$ 20,152.45	$ -
PARSONS CHELSEA	$ 1,125.00	$ -
PARSONS MATTHEW	$ 84,768.22	$ 52,719.49
PEASE JOSHUA	$ 34,264.36	$ 13,236.94
PELLETIER CHRISTOPHER	$ 1,200.00	$ -
PETRASHEWICZ ADDYSON	$ 495.00	$ -
PETRASHEWICZ LORETTA	$ 495.00	$ -
PINCIAK ANDREW	$ 3,052.50	$ -
PIROS CHRISTOPHER	$ 702.86	$ -
PLANTE SYDNEY	$ 47,934.94	$ 7,481.01
POEHLER PATRICIA	$ 356.25	$ -
POPP MICHELLE	$ 5,733.00	$ -
POTEMSIL TAI	$ 37,130.48	$ 23,466.15
POTTER GABRIELA	$ 93,529.39	$ 1,400.00
RAYMOND RUSSELL	$ 55,047.20	$ 9,153.24
RIBEIRO TONY	$ 3,622.50	$ 600.00
RONDEAU CRYSTAL	$ 11,197.20	$ -
SANCHES ANGELA	$ 49,890.75	$ -
SANTOS MATTHEW	$ 495.00	$ -
SEARS JAMES	$ 52,677.93	$ 13,203.57

TOWN EMPLOYEES CONTINUED

EMPLOYEE	REGULAR COMPENSATION	ADD'L COMPENSATION
SHEA ABIGAIL	$ 4,216.49	$ 307.68
SIMARD MARY	$ 510.00	$ -
SIZER JESSICA	$ 1,200.00	$ -
SLOZAK JUNE	$ 705.50	$ -
SMITH JULIE	$ 31,512.78	$ -
SMITH SUSAN	$ 112.50	$ -
SOREL JULIANA	$ 3,540.00	$ -
SPELKO LORRAINE	$ 406.50	$ -
ST GEORGE ANDREW	$ 21,917.11	$ 3,084.69
ST JOHN STEPHEN	$ 56,689.04	$ 14,333.51
ST. AMAND URSULA	$ 375.00	$ -
STAHELSKI GARY	$ 15,069.00	$ -
STONE BARBARA	$ 303.75	$ -
SULLIVAN ERIN	$ 99,505.23	$ 44,835.54
SWIATLOWSKI CANDICE	$ 668.00	$ -
TALBOT SETH	$ 58,894.56	$ 24,159.34
TANTILLO ANTHONY	$ 236.74	$ -
TIM PEIWHIET	$ 14,657.58	$ -
TROCHE SHAWN	$ 495.00	$ -
TROMBLEY ZACHARY	$ 10,964.56	$ 2,055.87
TROMBLY JOY	$ 750.00	$ -
USHER EMILY	$ 52,622.66	$ 27,956.42
VANCE ANDREW	$ 750.00	$ -

TOWN EMPLOYEES CONTINUED

EMPLOYEE (Last Name, First Name)	REGULAR COMPENSATION	ADD'L COMPENSATION
VANZANDT KEVIN	$ 1,690.32	$ 174.80
VARJABEDIAN SOURPOUHIE	$ 14,078.96	$ -
VIOLETTE CELESTE	$ 3,184.80	$ -
WAHLERS RICHARD	$ 50,306.74	$ -
WALKER MYA	$ 105.00	$ -
WARNOCK-GRAPER DIANE	$ 341.25	$ -
WAWRO BARBARA	$ 105.00	$ -
WEBB IRENE	$ 333.71	$ -
WEBB RUSSELL	$ 228.71	$ -
WEMETTE JASON	$ 25,436.29	$ 6,452.41
WESTON GERALD	$ 13,492.08	$ -
WIGHT ERIK	$ 3,495.00	$ -
WILLIAMS KARL	$ 1,200.00	$ -
WLODYKA CONSTANCE	$ 664.00	$ -
WLODYKA VALERIE	$ 666.68	$ -
WOOD JOSHUA	$ 73,556.71	$ 23,805.08
WOSTENA MARYANN	$ 292.50	$ -
ZELAZO BETH	$ 303.75	$ -
	$ 6,127,510.78	**$ 1,019,370.21**

PUBLIC INFORMATION

RETIREMENTS & YEARS OF SERVICE

RETIREMENTS

Laurie Cole, Administrative Assistant
Retired 9/1/2024 after 28 years of service

William Bray, Police Officer
Retired 5/31/2025 after 30 years of service

Richard Wahlers, Police Officer
Retired 7/1/2025 after 30 years of Service

Rosalie Belisle, Dispatcher
Retired 7/3/2025 after 13 years of service

THANK YOU FOR YOUR DEDICATION!

CONGRATULATIONS!

OVER 30 YEARS OF SERVICE		
EMPLOYEE (LAST NAME, FIRST NAME)		**YEARS OF SERVICE**
RATHBONE	BONNY	51 YEARS, 2 MONTHS
STAHELSKI	GARY	46 YEARS, 6 MONTHS
BALDYGA	CAROLYN	46 YEARS, 4 MONTHS
FRYDRYK	ROBERT	45 YEARS, 10 MONTHS
HALEY	SCOTT	45 YEARS, 10 MONTHS
HANDZEL	DAVID	40 YEARS, 2 MONTHS
FONTAINE	MICHELLE	38 YEARS, 6 MONTHS
NICHOLS	GERALD	37 YEARS, 1 MONTHS
VARJABEDIAN	SOURPOUHIE	36 YEARS, 7 MONTHS
BURNS	CHRISTOPHER	35 YEARS, 5 MONTHS
LOGSDON	LYNN	35 YEARS, 2 MONTHS
CORCORAN	PAULA	33 YEARS, 3 MONTHS
SANTOS	ROBIN	32 YEARS, 2 MONTHS
COACHE	SUSAN	31 YEARS, 10 MONTHS
LUKASKIEWICZ	PAUL	31 YEARS, 5 MONTHS
MCCARTHY	CHERYL	31 YEARS, 3 MONTHS
NORTH	SUSAN	31 YEARS, 2 MONTHS
HERRING	AMY	31 YEARS, 1 MONTHS
WAHLERS	RICHARD	30 YEARS, 6 MONTHS
BRAY	WILLIAM	30 YEARS, 5 MONTHS
OCONNOR	HELENE	30 YEARS, 2 MONTHS

OVER 25 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
SULLIVAN	ERIN	28 YEARS, 8 MONTHS
PRESCOTT	LAUREL	28 YEARS, 3 MONTHS
WEBBER	MELISSA	28 YEARS, 3 MONTHS
RAYMOND	TINA MARIE	28 YEARS, 3 MONTHS
JUSKO	KEVIN	27 YEARS, 4 MONTHS
CHARETTE	MARY	27 YEARS, 3 MONTHS
MARCINIEC	KARYN	27 YEARS, 3 MONTHS
ORSZULAK	MICHAEL	26 YEARS, 3 MONTHS
OBRIEN	ELIZABETH	26 YEARS, 1 MONTHS
LORD	KENNETH	25 YEARS, 7 MONTHS
MOYNAHAN	DENNIS	25 YEARS, 6 MONTHS
MINNS	RYAN	25 YEARS, 5 MONTHS

OVER 20 YEARS OF SERVICE

RIOPEL	HOLLY BETH	24 YEARS, 10 MONTHS
BRAWN	MICHAEL	24 YEARS, 5 MONTHS
JASAK	CYNTHIA	24 YEARS, 4 MONTHS
BURKE	SANDRA	24 YEARS, 3 MONTHS
BREYARE	ALISSA	24 YEARS, 3 MONTHS
KLUPA	MARY	24 YEARS, 3 MONTHS
KORZEC	HEATHER	24 YEARS, 3 MONTHS
MCINTIRE	HEATHER	24 YEARS, 3 MONTHS
BATES	PAIGE	24 YEARS, 2 MONTHS

OVER 20 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
DION	JILL	24 YEARS, 2 MONTHS
LOCKWOOD	SHELLEY	24 YEARS, 2 MONTHS
COSTA	CATHERINE	23 YEARS, 9 MONTHS
RYAN	DOROTHY	23 YEARS, 9 MONTHS
POULIOT	ANNE	23 YEARS, 3 MONTHS
ZOSCHAK	LAURA	23 YEARS, 3 MONTHS
GALICA	PETER	23 YEARS, 2 MONTHS
MATTHEWS	ROLAND	23 YEARS, 1 MONTHS
MIGLIOZZI	REE	22 YEARS, 10 MONTHS
OCHS	CHRISTINE	22 YEARS, 7 MONTHS
GUNTHER	SARAH	22 YEARS, 6 MONTHS
PARDO	JEFFREY	22 YEARS, 3 MONTHS
HAAS	MICHAEL	22 YEARS, 2 MONTHS
BARRY	BARBARA	21 YEARS, 7 MONTHS
LAVALLEE	CHRISTINE	21 YEARS, 3 MONTHS
LAVELLE	ERICA	21 YEARS, 3 MONTHS
MARCEAU	KATHERINE	21 YEARS, 3 MONTHS
NASH	PAULA	21 YEARS, 3 MONTHS
DIAMANTI	SONIA	21 YEARS, 1 MONTHS
DEFRANCO	CHRISTINE	21 YEARS, 1 MONTHS
KELLAHER	TODD	20 YEARS, 11 MONTHS
REGAN	KATHLEEN	20 YEARS, 2 MONTHS
LYNCH	ELIZABETH	20 YEARS, 1 MONTHS

OVER 15 YEARS OF SERVICE		
EMPLOYEE		**YEARS OF SERVICE**
BURNS	TRACY	19 YEARS, 3 MONTHS
SANTOS	HEATHER	19 YEARS, 3 MONTHS
LANDINE	KATHERINE	19 YEARS, 3 MONTHS
MAHER	STEPHANIE	19 YEARS, 0 MONTHS
SIKORSKI	CAROL	19 YEARS, 0 MONTHS
SEARS	JAMES	18 YEARS, 7 MONTHS
KOSS	GREGORY	18 YEARS, 3 MONTHS
PASQUAROSA	ANTHONY	18 YEARS, 2 MONTHS
LES	RICHARD	18 YEARS, 0 MONTHS
WESTON	GERALD	17 YEARS, 7 MONTHS
BLAZEJOWSKI	CRAIG	17 YEARS, 3 MONTHS
HALEY	JEREMY	17 YEARS, 3 MONTHS
MATERA	TODD	17 YEARS, 0 MONTHS
DOBIECKI	KRISTINA	16 YEARS, 3 MONTHS
MARCINIEC	MATTHEW	16 YEARS, 3 MONTHS
MITCHELL	JAMES	16 YEARS, 1 MONTHS
RIEL	CYNTHIA	15 YEARS, 10 MONTHS
COMRIE	VANESSA	15 YEARS, 3 MONTHS
FERRY	JOSEPH	15 YEARS, 1 MONTHS

OVER 10 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
CHALMERS	CATHERINE	14 YEARS, 5 MONTHS
DUGRE	ALISON	14 YEARS, 4 MONTHS
MAJKA	JOAN	14 YEARS, 3 MONTHS
BURNS	DAVID	13 YEARS, 11 MONTHS
CZECH	NORMAN	13 YEARS, 5 MONTHS
HEBERT	PHILIP	13 YEARS, 5 MONTHS
HOTCHKISS	KAYLEE	13 YEARS, 3 MONTHS
LYNCH	KERRY	13 YEARS, 3 MONTHS
MATERA	ANN	13 YEARS, 3 MONTHS
JOSEPHSON	RICHARD	13 YEARS, 1 MONTHS
COWLEY	COURTNEY	13 YEARS, 0 MONTHS
ELIE	AMANDA	12 YEARS, 7 MONTHS
DECARA	MATTHEW	12 YEARS, 1 MONTHS
NGAN	ASHLEY	12 YEARS, 1 MONTHS
LAROSA	GRACE	11 YEARS, 11 MONTHS
BAER	KENNETH	11 YEARS, 10 MONTHS
WALCH	LISA	11 YEARS, 3 MONTHS
HEYDARE	CHRISTINE	11 YEARS, 1 MONTHS
OCONNOR	PATRICK	11 YEARS, 0 MONTHS
CLARK	RICHARD	10 YEARS, 7 MONTHS
ANTI	KAREN	10 YEARS, 5 MONTHS
CHALMERS	MEAGHEN	10 YEARS, 5 MONTHS
WILLIAMS	KARL	10 YEARS, 5 MONTHS

10 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
PETRASHEWICZ	JOHN	10 YEARS, 2 MONTHS
BANVILLE	LINDSAY	10 YEARS, 2 MONTHS
CROWTHER	BRETT	10 YEARS, 1 MONTHS
LACROIX	PAUL	10 YEARS, 1 MONTHS
MALCOVSKY	EMILY	10 YEARS, 1 MONTHS
RAYMOND	EMILY	10 YEARS, 0 MONTHS

OVER 5 YEARS OF SERVICE

PILLERI	KATIE	9 YEARS, 8 MONTHS
O'BRIEN	REBEKAH	9 YEARS, 7 MONTHS
LEMIEUX	MATTHEW	9 YEARS, 5 MONTHS
LAMB	BETHANY	9 YEARS, 4 MONTHS
BRADWAY	CHAD	9 YEARS, 3 MONTHS
LAROSE	MICHELLE	9 YEARS, 2 MONTHS
SIMPKISS	KELLY	9 YEARS, 0 MONTHS
COTY	THERESE	8 YEARS, 8 MONTHS
PETIT	DAVID	8 YEARS, 7 MONTHS
CACI	NICHOLE	8 YEARS, 6 MONTHS
LEVASSEUR	KENDALL	8 YEARS, 6 MONTHS
POTTER	GABRIELA	8 YEARS, 2 MONTHS
SICILIANO	ELIZABETH	8 YEARS, 2 MONTHS
MELNICK	CHRISTOPHER	8 YEARS, 0 MONTHS
SANDOVAL	CELSO	8 YEARS, 0 MONTHS
SANCHES	ANGELA	7 YEARS, 11 MONTHS

OVER 5 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
CHARTRAND	OLIVIA	7 YEARS, 8 MONTHS
JOHNSON	MARLENE	7 YEARS, 8 MONTHS
PLANTE	SYDNEY	7 YEARS, 7 MONTHS
CORCORAN	CAMERON	7 YEARS, 4 MONTHS
TRIOZZI	JACQUELINE	7 YEARS, 3 MONTHS
CHOINIERE	BARBARA	7 YEARS, 2 MONTHS
COULOMBE	LAURA	7 YEARS, 2 MONTHS
DORVAL	NADIA	7 YEARS, 2 MONTHS
LORDAN	ASHLEY	7 YEARS, 2 MONTHS
GIROUARD	ELIZABETH	7 YEARS, 2 MONTHS
GANCORZ	SAMANTHA	7 YEARS, 2 MONTHS
ROCKER	MELISSA	7 YEARS, 2 MONTHS
GOLENSKI	AMY	7 YEARS, 1 MONTHS
HEYDARE	ALI	7 YEARS, 0 MONTHS
TRZPIT	EVAN	7 YEARS, 0 MONTHS
CHEVALIER	ERIN	7 YEARS, 0 MONTHS
HUA	LISA	6 YEARS, 10 MONTHS
SMOLA	DERRICK	6 YEARS, 10 MONTHS
ST JOHN	STEPHEN	6 YEARS, 8 MONTHS
BIGDA	TYLER	6 YEARS, 8 MONTHS
GRANGER	ANTHONY	6 YEARS, 8 MONTHS
RAFTERY	MICHELLE	6 YEARS, 8 MONTHS
COTTER	DAVID	6 YEARS, 6 MONTHS

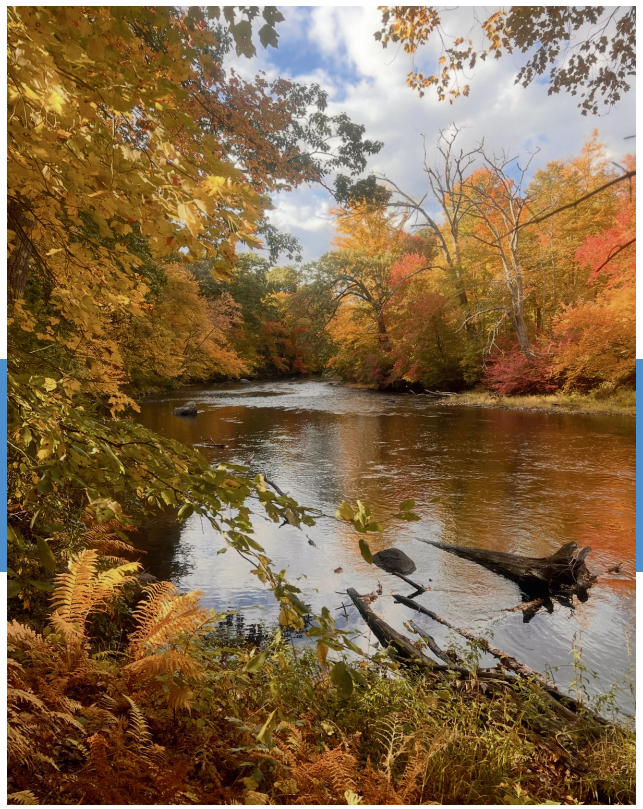
OVER 5 YEARS OF SERVICE

EMPLOYEE		YEARS OF SERVICE
NICOLL	BRIAN	6 YEARS, 5 MONTHS
SIZER	JESSICA	6 YEARS, 5 MONTHS
MASTORAKIS	TRACY	6 YEARS, 4 MONTHS
NOONAN	SANDRA	6 YEARS, 4 MONTHS
COLLAMORE	BRIAN	6 YEARS, 3 MONTHS
GERMAIN	SHAWN	6 YEARS, 3 MONTHS
JOHNSON	HEATHER	6 YEARS, 3 MONTHS
MANSFIELD	CHRISTINE	6 YEARS, 3 MONTHS
MURPHY	TRACY	6 YEARS, 3 MONTHS
BERNAT	WILLIAM	6 YEARS, 3 MONTHS
LAVALLEY	BRENDA	6 YEARS, 2 MONTHS
MURPHY	KELLIE	6 YEARS, 1 MONTHS
CHEVALIER	PIERRE	6 YEARS, 0 MONTHS
SOREL	JULIANA	6 YEARS, 0 MONTHS
CRAIG	ANGELA	5 YEARS, 10 MONTHS
MAREK	RUDOLPH	5 YEARS, 10 MONTHS
LAMB	NICHOLAS	5 YEARS, 10 MONTHS
LAVELLE	MAUREEN	5 YEARS, 10 MONTHS
GRISWOLD	DANICA	5 YEARS, 10 MONTHS
RAYMOND	RUSSELL	5 YEARS, 10 MONTHS
JACQUES	LISA	5 YEARS, 9 MONTHS
SACCO	AMY	5 YEARS, 5 MONTHS
JUOZAITIS	ANTHONY	5 YEARS, 5 MONTHS

5+ YEARS OF SERVICE		
EMPLOYEE		**YEARS OF SERVICE**
VANZANDT	KEVIN	5 YEARS, 5 MONTHS
BUREK	APRIL	5 YEARS, 3 MONTHS
COLLINS	SANDRA	5 YEARS, 3 MONTHS
TRIOZZI	DAVID	5 YEARS, 3 MONTHS
PETRASHEWICZ	MELISSA	5 YEARS, 2 MONTHS
NOWICKI	SALLY	5 YEARS, 2 MONTHS
GENTILE	ANTHONY	5 YEARS, 2 MONTHS
SKOWYRA	DONNA	5 YEARS, 2 MONTHS
PARKER	AMANDA	5 YEARS, 1 MONTHS
MCKEE	VICKI	5 YEARS, 1 MONTHS
MCINTOSH-PATNOE	EMILY	5 YEARS, 0 MONTHS

THANK YOU FOR YOUR DEDICATION!

Photography Contest Submission by Jessica L. titled, “Fallscape Ware River”



Town of Palmer

Town Administration Building
4417 Main St. Palmer, MA 01609
TownofPalmer.com

BOARDS, COMMITTEES, COMMISSIONS INTEREST FORM

Name: _____

Address: _____

Phone: _____

E-mail address: _____

1. Interested in serving on: _____
2. Number of years living in Palmer? _____
3. Please describe your background or training from work and/or life experience that relates to your interest in serving on a town committee/board.

   _____

   _____
4. Please describe any town government experience you have.

   _____

   _____
5. Please describe any community experience you have. Have you served as an officer or held any leadership position in any other community organization(s)?

   _____

   _____
6. Additional information for the Town Manager to consider.

   _____

   _____
7. Do you have any restrictions on your availability to attend committee meetings?

   _____

   _____

Feel free to contact the Office of the Town Manager 413-283-2603 to find out more about a committee, the time commitment involved, or other questions. Please submit this completed form to the Town Manager's Office by sending an email to TownManagerOffice@townofpalmer.com or mail to:

Palmer Town Administration Building
Attn: Town Manager Office
4417 Main St. Palmer, MA 01609

Review the full Boards, Committees, Commissions Handbook

SCAN ME

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TOWN DEPARTMENT DIRECTORY

TOWN ADMINISTRATION BUILDING

Mailing Address: 4417 Main Street | Palmer MA, 01069

Main Phone Line: 413-283-2600 | Town Hall Fax: 413-283-2637

DEPARTMENT	DIRECT LINE
TOWN MANAGER	413-283-2603
ACCOUNTING	413-283-2602
ASSESSORS	413-283-2607
BOARD OF HEALTH	413-283-2606
BUILDING INSPECTOR	413-283-2638
COMMUNITY DEVELOPMENT	413-283-2614
CONSERVATION COMMISSION	413-283-2611
FACILITIES DIRECTOR	413-283-2689
HUMAN RESOURCES	413-283-2695
PLANNING AND ECONOMIC DEV.	413-283-2605
RECREATION	413-283-2726
TOWN CLERK	413-283-2608
TOWN COLLECTOR/TREASURER	413-283-2601
VETERANS' SERVICES	413-283-2610

OPERATION HOURS

Monday *: 8:30 am - 7:30 pm
Tuesday: 8:30 am- 4:30 pm
Wednesday: 8:30 am- 4:30 pm
Thursday: 8:30 am- 4:30 pm
CLOSED FRIDAY- SUNDAY & ALL LEGAL HOLIDAYS
*When offices are closed on a Monday for holiday or weather related event, Town Offices will be open on Tuesday from 8:30 AM- 7:30 PM

ADDITIONAL TOWN BUILDINGS & DEPARTMENTS

DEPARTMENT	MAILING ADDRESS	PHONE	HOURS
COUNCIL ON AGING/ SENIOR CENTER	1029 Central Street Palmer, MA 01069	Phone: 413-283-2670	OFFICE HOURS: MON- FRI: 8:30 AM - 4:30 PM CLOSED SATURDAYS, SUNDAYS & ALL LEGAL HOLIDAYS
DEPARTMENT OF PUBLIC WORKS (DPW)	1015 Bridge Street Palmer, MA 01069	Emergency: 413-283-8792 Phone: 413-283-2615	OFFICE HOURS: MON- FRI: 7 AM - 3:30 PM
POLICE DEPARTMENT	4419 Main Street Palmer, MA 01069	Emergency: 911 Phone: 413-283-8792	OFFICE HOURS: MON- FRI: 8 AM - 4 PM
PALMER PUBLIC LIBRARY	1455 North Main Street Palmer, MA 01069	Phone: 413-283-3330	OPERATION HOURS*: MON: 10 AM - 5 PM TUE- THU : 10 AM- 8 PM FRI & SAT: 10 AM - 2 PM CLOSED SUNDAYS & ALL LEGAL HOLIDAYS *Visit website for updated seasonal hours
REGIONAL ANIMAL CONTROL	125 Palmer Road Monson, MA 01057	Phone: 413-893-9569	OFFICE HOURS: On Call
SCHOOL DEPARTMENT	4107 Main St. Palmer, MA 01069	Phone: 413-283-2650	OFFICE HOURS: MON- FRI: 8 AM - 4 PM
WASTE WATER TREATMENT PLANT	1 Norbell St Three Rivers, MA 01080	Phone: 413-283-2671	OFFICE HOURS: MON- FRI: 7 AM - 3:30 PM

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